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THE FORT ST. GEORGE GAZETTE

EXTRAORDINARY.

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PUBLIC DEPARTMENT.

NOTICE

FORT ST. GEORGE, THE 3RD DECEMBER 1912.

The Royal Commission on the Public Services in India will assemble in India towards the end of December 1912. They will commence to hold meetings for the taking of evidence on Wednesday, the 8th January, at Madras, and, as at present arranged, will afterwards proceed to Bengal and Burma. The following sets of questions, marked A and B, relating to the Indian and Provincial Civil Services, and intended primarily, the former for the Local Government and officials, and the latter for non-officials, are published for general information. Societies, associations and gentlemen, official and non-official, of the Madras Presidency interested in this branch of the Commission's inquiry are invited to tender written statements regarding any matters, referred to in either set of questions, as to which they desire to make any representations. Such written statements should be forwarded to the Joint Secretaries to the Commission at Madras not later than the 31st December 1912. The questions are necessarily wide and general, and replies may be confined, if desired, to matters of which the writer desires to give particular information or to express his views.

THE ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

A

QUESTIONS RELATING TO THE INDIAN CIVIL SERVICE.

METHODS OF RECRUITMENT.

(a) *General.*

Question 1. What is your experience of the working of the present system of recruitment by open competitive examination for the Indian Civil Service? Do you accept it as generally satisfactory in principle?

Q. 2. In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?

Q. 3. Is the system equally suitable for the admission of "Natives of India"* and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?

* The term "Natives of India" has been defined in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including any persons born and domiciled within the Dominions of His Majesty in India of parents habitually resident in India and not established there for temporary purposes only, and the term has been so used throughout these questions.

Q. 4. Further, is any differentiation desirable between other classes of natural-born subject of His Majesty? If so, what do you propose?

Q. 5. Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons.

Q. 6. If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose. Do you recommend a system based on any of the following principles:—

(*a*) Selection by headmasters of schools approved or otherwise;
(*b*) Selection by authorities in Universities approved or otherwise;
(*c*) Nomination by headmasters or University authorities and selection under the orders of the Secretary of State;
(*d*) Combined nomination and examination;
(*e*) Any other method.

Q. 7. What is your opinion regarding a system of simultaneous examination in India and in England, open in both cases to all natural-born subjects of His Majesty?

Q. 8. Are you in favour of holding this examination simultaneously at any other centre or centres within His Majesty's Dominions?

Q. 9. What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service Cadre by "Natives of India" recruited by means of a separate examination in India or by means of separate examinations in each province or group of provinces in India? If so, what proportion do you recommend?

Q. 10. If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which "Natives of India" would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination; or (*c*) any other method? If so please describe fully what system you would recommend. In particular, do you consider it desirable that whatever the system, all classes and communities should be represented? If so, how would you give effect to this principle?

Q. 11. If you are in favour of a system for the part recruitment of the Indian Civil Service by "Natives of India" in India, do you consider that "Natives of India" should still be eligible for appointment in England, or would you restrict that right to other natural-born subjects of His Majesty?

Q. 12. Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting to listed posts officers of the Provincial Civil Services. If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Services?

Q. 13. Do you recommend any separate method of recruitment for the Judicial Branch of the Indian Civil Service? If so, please describe the system that you would propose.

Q. 14. Are you satisfied with the present definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict., c. 3), as including "any person born and domiciled "within the Dominions of His Majesty in India, of parents habitually resident in India, and not "established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, please state fully any proposals that you wish to make in regard to this matter.

(b) *Age Limits.*

Q. 15. If the system of recruitment by open competitive examination in England is retained, please state the age limits that you recommend for candidates at such examination, giving your full reasons. Do you consider that these limits should be fixed to attract candidates of the normal school-

A.—Indian Civil Service.]

Methods of Recruitment—*cont.*

(3) *Age Limits*—*cont.*

leaving age in England, or candidates who have completed a University course, or candidates at an intermediate stage of education?*

* The principal changes in the age limits have been as follows:—

Years.	Age limits at open competitions.	Period of probation in England.	Age of selected candidates at end of year of arrival in India.
1855—1857 ..	16—23 years	No probation in England ..	18½—23½.
1858—1863 ..	18—22 years	One year's probation	19½—24½.
1864—1872 ..	17—21 years on 1st March ..	Two years' probation	19½—24½.
1873—1891 ..	17—19 years on 1st January ..	Two or three years' probation ..	20 —25
1892—1895 ..	21—23 years on 1st April	One year's probation	22½—24½
1896—1905 ..	21—23 years on 1st January ..	Do	23 —25
Since 1906 ..	22—24 years on 1st August ..	Do.	23½—25½.

Q. 16 What is your experience of the relative merits of the candidates selected under varying age limits, particularly under the systems in force from 1874 to 1891 (age limits 17—19 years, followed by two or three years' probation at an approved University) and since 1891 (age limits 21—23 or 22—24 years, followed by one year's probation)?

Q. 17 What is your opinion regarding the suitability of the recent recruits to the Indian Civil Service?

Q. 18. What is the most suitable age at which junior civilians should arrive in India?

Q. 19. What age limits for the open competitive examination in England would best suit candidates who are "Natives of India," and for what reasons? Do you recommend any differentiation between the age limits for "Natives of India," and for other natural-born subjects of His Majesty?

(*c*) *Subjects of Examination.*

Q. 20. On what principle should the subjects for the open competitive examination be fixed? Do you accept the principle laid down by Lord Macaulay's Committee in 1854, and since followed, that "the examination should be of such a nature that no candidate who may fail shall, to whatever "calling he may devote himself, have any reason to regret the time and labour which he had spent "in preparing himself to be examined," and that the object should be to secure, not specialists in any particular subject that may be useful in a subsequent Indian career, but the ordinary well-educated young man of the period?

Q. 21. Please examine the table in Appendix I to these questions, which shows the various phases of the authorised syllabus of the open competitive examination, and state what changes, if any, are, in your opinion, desirable, differentiating between the cases of candidates (*a*) of school leaving age and (*b*) of University-leaving age?

Q. 22. Is any differentiation in the subjects for the examination desirable between candidates who are "Natives of India" and other candidates? If so, please state them and give reasons.

(*d*) *Statutory Regulations.*

Q. 23. Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and if so, what posts and for what reasons? Please state in detail what alterations (if any) you recommend in the Schedule of the Indian Civil Service Act of 1861 (24 & 25 Vict., c. 54). [Attention is invited to the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54) and of the Government of India Act, 1870 (33 Vict., c. 3), reproduced as Appendices II and III to these questions.]

Q. 24. Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what *proportion* of the posts included in the Indian Civil Service Cadre do you consider that "Natives of India" might, under present conditions, properly be admitted?

Q. 25. Do you accept as generally satisfactory in principle the present system under which "Natives of India" are recruited partly through the medium of an open competitive examination in England, and partly by special arrangement in India, in accordance either with rules framed under the provisions of section 6 of the Government of India Act, 1870 (33 Vict., c. 3), or with the provisions of the Indian Civil Service Act, 1861 (24 & 25 Vict., c. 54)? Do you recommend any alterations in this system, and if so, what?

Q. 26. Give a list of the "Natives of India" now serving in your province who were recruited in the Indian Civil Service by means of open competition in England, stating in what year they were admitted, in which posts they are now serving, and their present rate of salary.

Q. 27. Have the "Natives of India," recruited by means of open competition in England, proved, on the average, as efficient as the European members of the Indian Civil Service of the same standing and recruited in the same manner? Has it been found possible and expedient to employ them in all branches of the Administration, whether on executive or judicial duties?

Q. 28. Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived and, if so, what method of recruitment would you recommend?

(*e*) *Mixed Commissions.*

Q. 29. What experience have you had of military or other officers who have been specially recruited in India to fill Indian Civil Service posts, and how many such officers are employed in your Province? Please distinguish in your reply between (*a*) military officers, and (*b*) others; and give details of the latter.

METHODS OF RECRUITMENT—cont.

(c) *Mixed Commissions*—cont.

Q. 30. Have such officers proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility? Has it been possible and expedient to employ them in all branches of the Administration, whether on executive or judicial duties?

Q. 31. If the system of recruiting military officers in India has been stopped, or has never existed in your Province, would you advise its reintroduction or introduction, as the case may be, and if the system should be introduced or reintroduced, to what extent should it be adopted?

Q. 32. Do you consider that such a system should be restricted to the recruitment of military officers or extended to the recruitment of selected officers from other Indian services?

(*f*) *Listed Posts, etc.*

Q. 33. Please now refer to the rules, dated 26th August 1910, made in exercise of the powers conferred by section 6 of the Government of India Act, 1870 (33 Vict., c. 3), and reproduced as Appendix IV, and to the statement in Appendix V to these questions, showing the number of offices, places, and appointments, commonly known as listed posts, ordinarily held by members of the Indian Civil Service, to fill which it has been declared that members of the Provincial Civil Service can properly be appointed; and say whether the figures given are correct for your Province.

Q. 34. Are all the posts thus listed ordinarily and regularly filled by "Natives of India"? If not, please state for the last five years to what extent there has been any failure to work up to the authorised list, and explain the reasons.

Q. 35. To what extent also during the last five years have these listed posts been filled—

(a) by members of the Provincial Civil Service;

(b) by other "Natives of India"?

Please give the names and positions of the latter, if any.

Q. 36. Has the power to fill one-quarter of the listed posts with "Natives of India" other than members of the Provincial Civil Service or Statutory Civilians been ordinarily and regularly exercised? If not, can you give the reasons for this, and do you think it advisable that the power should be utilised and in what directions?

Q. 37. Does the system by which most of the inferior listed posts are merged in the Provincial Civil Service give satisfaction—

(*a*) to the members of the Provincial Civil Service; and

(*b*) to the public interested in this question;

and what advantages, if any, does this arrangement possess?

Q. 38. Is the class of posts listed suitable? If not, in what directions would you suggest any changes and why?

Q. 39. Have the officers of the Provincial Civil Service, selected to fill listed posts, proved on the average as efficient as members of the Indian Civil Service filling posts of similar responsibility, and has it been found possible and expedient to employ them in all branches of the Administration?

Q. 40. Please now turn to the Indian Civil Service Act, 1861 (24 & 25 Vict., cap. 54), which will be found in Appendix II to these questions, and say how many "Natives of India" have been appointed permanently to posts in your province under its provisions during the last five years, giving names and the nature of the posts so filled.

Q. 41. Are there any other ways in which "Natives of India" are appointed to your Province in Civil Service posts? If so, please give details of the same.

Q. 42. Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions.

SYSTEMS OF TRAINING AND PROBATION.

(*a*) *Probation.*

Q. 43. What is your experience of the results of the existing system under which successful candidates in the open competitive examination are required to undergo a probationer's course of instruction in England? Do you recommend the continuance or abolition of this system?

Q. 44. What should be the duration of the probationer's course in England (*a*) under the present system of the open competitive examination, (*b*) under any modification of that system recommended by you?

Q. 45. Do you consider it desirable that probationers should be required to spend their period of probation in England at an approved University?

Q. 46. If so, do you advise the selection of one or more Universities for this purpose and for what reasons?

Q. 47. Do you consider that probationers should receive allowances during their period of probation? If so, please give the scale and conditions that you recommend?

Q. 48. If you do not advise attendance at an approved University during the period of probation in England, what alternative course of study do you recommend?

Q. 49. Would it, in your opinion, be desirable to establish a separate institution in England for this purpose, and, if so, under what conditions?

Q. 50. If a probationer's course is continued in England, do you accept the principle laid down by Lord Macaulay's Committee in 1854, that successful candidates in the open competition should be considered as having finished their general education and that their future studies should be such as have a special tendency to fit them for their calling? Does your answer apply equally to candidates who pass the open competitive examination after leaving school and to those who do so after completing a University course?

A—Indian Civil Service.

SYSTEM OF TRAINING AND PROBATION—*cont.*

(*b*) *Probation*—*cont.*

Q. 51. Please examine the statement printed as Appendix VI to these questions showing the courses of studies prescribed for probationers in 1891 and 1912, and state what alterations (if any) you desire to recommend in the present course (*a*) under the existing system of the open competitive examination, and (*b*) under any modification of that system recommended by you?

Q. 52. In particular, please state your opinion as to the desirability during the period of probation of (1) compulsory attendance at Law Courts in England and reporting of cases, (2) the teaching of Indian Law in addition to the general principles of jurisprudence; (3) the teaching of the grammar and text-books of Indian languages with or without any attempt at colloquial instruction; (4) the teaching of (*a*) Indian Geography, (*b*) Political Economy, (*c*) Accounts.

Q. 53. Do you consider that the probationer's course of instruction can best be spent in England or in India?

Q. 54. What is your opinion of a proposal to start at some suitable place in India a college for the training of probationers of the Indian Civil Service and possibly of other Indian services recruited in England?

Q. 55. What is your opinion of a proposal that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?

Q. 56. In the report of the Treasury Committee appointed to consider the organisation of Oriental Studies in London (1909), the view is taken that the preliminary training in Oriental languages and in law required by probationers can be given better in England than in India, because of the difficulties which junior civilians would experience in learning these subjects in India, the lack of good teachers in Indian district headquarters, the difficulty of even good Indian teachers appreciating the European student's point of view, and the difficulty of arduous study in a tropical climate. Do you consider that these objections would be met by a suitable scheme of instruction in India?

Q. 57. If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of or supplementary to the system of recruitment in England, please state what system of probation you recommend for such officers.

Q. 58. In particular, if a period of probation is recommended for such officers, do you advise that it should be passed in England or in India?

Q. 59. Do you consider that any differentiation is necessary during the period of probation between the course of study for probationers who are "Natives of India" and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

(*b*) *Training.*

Q. 60. Are you satisfied with the present arrangements for the training of junior members of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?

Q. 61. Is the existing system of Departmental examinations suitable, and if not, what change do you recommend?

Q. 62. Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and if not, how could this best be remedied?

Q. 63. Do you recommend any changes in the rules for the encouragement of the study of Oriental languages, and if so, what changes?

Q. 64. Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service, distinguishing between recommendations applicable to all officers and to officers selected for the Judicial branch. In particular, do you favour a system of granting study leave to Europe, and if so, what course of study (course for a call to the Bar, reading in barristers' chambers or other), and what conditions do you propose?

Q. 65. Do you recommend any special course of study in law in India for officers selected for the Judicial branch?

Q. 66. Do you recommend any special training in subordinate judicial posts for officers selected for the Judicial branch? If so, please give details?

Q. 67. Do you recommend any system for encouraging the higher study of law analogous to the rules for the encouragement of the study of Oriental languages?

Q. 68. Is any differentiation desirable in the system of training after appointment in India between members of the Indian Civil Service who are "Natives of India" and other natural-born subjects of His Majesty? If so, please state your proposals.

Q. 69. If you have recommended the introduction of any scheme of direct recruitment in India for "Natives of India," whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of training you recommend for such officers.

Q. 70. Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are "Natives of India" as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.

Q. 71. Please add such remarks as you may desire to offer on any points relating to the system of probation and training for the Indian Civil Service which are not covered by your answers to the foregoing questions.

[A.—Indian Civil Service.

CONDITIONS OF SERVICE

Q. 72 The present theory underlying the conditions of service in the Indian Civil Service is—

(a) that the members of the service should have sufficient training in subordinate or inferior appointments before they are called upon to discharge the duties of higher ones; and

(b) that they should, throughout the whole period of their service, have sufficient salaries and sufficiently responsible duties.

To secure these objects the number of posts, called technically "superior" posts, carrying a salary of over Rs. 1,000 *per mensem* is ascertained, and it is endeavoured to recruit only sufficient officers to make it probable that each officer will find himself officiating with practical permanency in at least the lowest of those appointments after the completion of eight years' service. Do you accept this system? If so, do you consider that the period of eight years is suitable, or do you recommend any change? What alteration (if any) would be necessary if the age of recruitment were lowered?

Q. 73. It is also part of the existing system that officers of over two but under eight years' completed service should fill with practical permanency in the ordinary course of promotion charges of minor responsibility, called technically "inferior posts," and should be drawing pay at rates above that of the lowest grade, but not exceeding Rs. 1,000 *per mensem*. Do you accept this as a suitable arrangement? If not, what alteration would you suggest, and for what reasons?

Q. 74 Please show in a tabular statement for the last five years, quarter by quarter, with footnotes, giving the names, the total nett number of officers who have failed to obtain promotion in accordance with the principles set out in the preceding questions, and say whether any inconvenience has, if so, what has been caused thereby to the Administration.

Q. 75. Please now see the statement marked AA and the list marked—

Madras = *A*,
Bombay = *B*,
Bengal = *C*,
United Provinces = *D*,
Punjab = *E*,
Burma = *F*,
Behar and Orissa = *G*,
Central Provinces and Berar = *H*,
Assam = *I*,

which have been reproduced in Appendix VII to these questions, and say whether they are correct for your Province. If not, please state what amendments are necessary.

Q. 76. Is any difficulty experienced by the Administration in working with the number of superior posts shown in the list for your Province? Do all the posts entered as superior carry a salary of more than Rs. 1,000 *per mensem*, and are they all such as are ordinarily held by officers in the Indian Civil Service? If not, what changes, if any, do you suggest?

Q. 77. Does the number of superior posts shown as held directly under the Government of India correspond with the actual experience of the last five years? If not, please give particulars of the discrepancies, and say whether you consider any change of practice in this respect to be desirable. Attention is invited to this connexion to List J in Appendix VII to these questions.

Q. 78. Does the number of superior posts allowed for temporary appointments and deputations correspond with the actual experience of (say) the last five years? If not, please give particulars of the discrepancies and say whether you consider any change of practice in this respect to be desirable.

Q. 79. Does the arrangement by which officers, recruited against temporary superior posts, are shown in the lowest grade, work satisfactorily? If not, what change of practice appears to you to be necessary?

Q. 80. Does the allowance of 33 per cent. on the number of superior posts give the right number of junior officers for the work of the administration of your Province? If not, please state what excess or deficiency in your opinion exists, giving your reasons in detail.

Q. 81. Junior officers are considered to be under training during the first two years of their service. Does this approximate to the actual conditions? If not, what alteration is necessary in the percentage of 16·5 allowed for training?

Q. 82. Does the leave allowance of 32·7 per cent. for superior posts, 6·7 per cent. for inferior posts, and 6 per cent. for training posts, approximate to the actual conditions? If not, please state what alteration is desirable.

Q. 83. Does the annual decremental rate of 4·17 per cent. on the total strength of the service correspond with the actual experience of the last 20 years? If not, please give the actual facts for this period and suggest a suitable figure, with reasons in support of the same.

Q. 84. Does the theoretical strength of the service correspond ordinarily with its actual strength? If not, please state the facts and, in particular, offer any remarks which may suggest themselves with regard to the existing discrepancy shown in the statement marked BB which is included in Appendix VII to these questions.

Q. 85. Do you consider that the present system of a quinquennial examination of the conditions of service is adequate to regulate the rate of recruitment and flow of promotion? If not, what alterations do you recommend?

Q. 86 State the principles on which the annual indent for recruitment to the Indian Civil Service is regulated. Do you consider that accurate results are attained thereby? If not, what alterations do you recommend?

Q. 87. Are you satisfied that, under the existing system of promotion, the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly on the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?

A.—Indian Civil Service.] Conditions of Service—*cont.*

Q. 88. To what extent are the functions of the Officers of the Executive and Judicial Branches of the Indian Civil Service differentiated? Is any change desirable and, if so, in what directions?

Q. 89. Have you any other suggestions to make under this head which are not covered by your answers to the above questions and to the questions under the heads relating to salary, leave, and pension?

Conditions of Salary.

Q. 90. Please see the two statements contained in Appendix VIII to these questions showing the various rates of pay drawn by officers holding posts in the Indian Civil Service Cadre and the grading of each class of post for the different Provinces, and say whether they are correct for your Province.

Q. 91. Please give full information regarding the rates of pay and the number of posts in each of the main grades of the service authorised on the 1st April of each of the following years: 1860, 1870, 1880, 1890, 1900 and 1912.

Q. 92. Are the present rates of pay and grading suitable? If not, what alterations do you recommend?

Q. 93. If any dissatisfaction is felt, does it relate to the pay or grading of the higher or lower posts or to both?

Q. 94. Do you consider it desirable that there should be uniformity of payment for similar kinds of work in all the provinces, and does any dissatisfaction on this score exist in your Province, and if so, what?

Q. 95. Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?

Q. 96. If abolition is recommended with compensation in the form of increased salaries what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?

Q. 97. How does the system of acting allowances work in the case of officers selected to officiate in appointments involving increased responsibility? Is it productive of any inconvenience and have you any suggestion to make on the subject?

Q. 98. How is the system of officiating grade promotions, where there is no change of duties, actually worked? Is the system convenient in the interests both of the Government and of the officers of the service? Have you any recommendations to make for its alteration?

Q. 99. What is your opinion regarding the substitution for the existing graded system of promotion of a time-scale of salary? If you are in favour of a time-scale, should it be restricted to the lower grades of the service or not?

Q. 100. As an alternative do you recommend a system by which each main class of appointment would have a separate time-scale?

Q. 101. What is your experience of the practical working of time-scales of pay in other Indian services?

Q. 102. If you recommend any system of time-scale of pay, please describe it, and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances, and other matters of importance. How do you propose to apply such time-scale in Provinces where the scale of pay of the judicial and executive branches of the service is different?

Q. 103. If you are in favour of a time scale of pay, how would you secure that the recruitment of junior officers is restricted to the number likely to be promoted in a reasonable time to posts of independent responsibility, and do you or do you not consider it desirable that all members of the Indian Civil Service should have the prospect of rising to such posts within a fixed time?

Q. 104. Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rate do you suggest for the various grades of the service?

Q. 105. Have you any other proposals to make in regard to the conditions of salary not covered by your answers to the above questions?

Conditions of Leave.

Q. 106. Is there any reason to suppose that officers of the Indian Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?

Q. 107. Is all the leave on full pay due to them ordinarily taken by officers of the Indian Civil Service, and if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?

Q. 108. Is all the furlough due to them ordinarily taken by officers of the Indian Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?

Q. 109. Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?

Q. 110. Do you recommend any change in the concession, granted in 1893, under which leave allowances expressed in rupees, other than privilege leave allowances, issued at the Home Treasury, or in a colony with a gold standard of currency, are issued in sterling at the privilege rate of exchange of 1s. 6d. the rupee? If so, what change?

Q. 111. Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable? Do you recommend any change in the alternative rates fixed in sterling and in rupees, and if so what change?

CONDITIONS OF LEAVE—*cont.*

Q. 112. Have you any recommendation to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?

Q. 113. Generally speaking do any of the present leave rules applicable to the Indian Civil Service cause inconvenience to the Administration, and if so what, and what remedy do you suggest?

Q. 114. In particular are they a contributory cause of excessive transfers of officers of the Indian Civil Service, and if so, how can this difficulty be met?

Q. 115. Do any of the present leave rules press hardly in any way on officers of the Indian Civil Service themselves and, if so, in what respects? What is, in your opinion, the appropriate remedy?

Q. 116. Do the present leave rules applicable to Statutory Civilians, or to officers of the Provincial Civil Services employed in listed posts, cause any inconvenience to the Administration, or press hardly on the officers themselves, and in what respects? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Services are desirable?

Q. 117. Have you any other proposals to make in regard to the conditions of leave not covered by your answers to the above questions?

CONDITIONS OF PENSION.

Q. 118. Is the present system of equal annuities to all members of the Indian Civil Service generally accepted as satisfactory by the Government and by the members of the Indian Civil Service?

Q. 119. Would a non-contributory system of superannuation pensions, varying in amount with the amount of salary drawn at the time of retirement, be preferable in the interests either of the Government or of the members of the Indian Civil Service?

Q. 120. Assuming the maintenance of the annuity system, do you suggest any modifications in its detailed working, and, if so, what, and for what reasons?

Q. 121. In particular, what in your opinion of the arrangement by which members of the Indian Civil Service, who are appointed Judges of High Courts, obtain special pensions of 1,200*l.* a year after 11½ years' actual service as Judges? Do you recommend any change in the present conditions?

Q. 122. Do you consider that a similar system should be applied to the case of high Executive officers, and if so, to which? Please state the amount of pension and the conditions which you recommend as suitable.

Q. 123. Assuming the substitution of a non-contributory system of superannuation pensions varying in amount with the amount of salary drawn at the time of retirement, please describe the system that you recommend.

Q. 124. Do you recommend the introduction of a system of reduced pensions for such officers as may be found to be inefficient, but whom it would be difficult to retire without some provision for their subsistence? If so, what do you suggest?

Q. 125. Do you consider the existing pension rules suitable in the interests both of the Government and of the members of the Indian Civil Service? In particular, what is your opinion of the present rules regulating voluntary and compulsory retirement?

Q. 126. Do you approve of the present system regulating the pensions of Military officers holding Indian Civil Service posts? If not, what do you suggest?

Q. 127. Do you approve of the present system regulating the pensions of Statutory Civilians? If not, what do you suggest?

Q. 128. Do you approve of the present system regulating the pensions of officers of the Provincial Civil Services holding listed posts? If not, what do you suggest?

Q. 129. Do you accept as satisfactory the regulations of the Indian Family Pension Fund, or have you any suggestions to make either for their abolition or for their alteration? Have you any proposals to make in regard to the present methods of working such regulations?

Q. 130. In particular do you approve of the exclusion from their benefits of "Natives of India," who are members of the Indian Civil Service? If not, under what conditions would you admit them, having regard to the main differences between their social conditions and those of the European, members on which the present system is based?

Q. 131. Do you recommend that such admission should be optional or compulsory?

Q. 132. If you do not approve their admission to the Indian Civil Service Family Pension Fund, do you recommend the formation of a separate Family Pension Fund?

Q. 133. In the existing system under which provision is made for the families of deceased Military officers holding Indian Civil Service posts satisfactory? If not, what would you suggest?

Q. 134. Have you any criticisms to make on the facilities at present offered—

(*a*) to Statutory Civilians;

(*b*) to members of the Provincial Civil Services holding listed posts;

for providing for their families against their decease?

Q. 135. Have you any other proposals to make in regard to the conditions of pension not covered by your answers to the above questions?

GENERAL.

Q. 136. Are you satisfied with the existing organisation of the Indian Civil Service? If not, please state what alternative organisation you consider desirable, and explain fully your views, making any suggestions that appear to you suitable.

Q. 137. Have you any other proposals to make in regard to the Indian Civil Service not covered by your answers to the above questions? If so, please explain them.

A.—Provincial Civil Service.]

QUESTIONS RELATING TO THE PROVINCIAL CIVIL SERVICE

[Note.—In replies to these questions, it should be clearly specified whether the reply refers to the whole Provincial Civil Service or to the Executive Branch or to the Judicial Branch.]

Methods of Recruitment.

Question 1. Please refer to Government of India Resolution No. 1016–1058, dated the 19th August 1870, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?

Q. 2. Please supply a copy of the Rules for the Recruitment of the Provincial Civil Service in force in your Province. Are these rules suitable, or have you any recommendations to make for their alteration?

Q. 3. Please see the statement showing the constitution of the Provincial Civil Service, reproduced as Appendix B to these questions, and state whether the information is correct for your Province. If not, what alterations are required?

Q. 4. Please state the different systems of recruitment that have been adopted for the Provincial Civil Service, the periods for which they were in force, and the number of officers recruited year by year in your Province under each system since its formation.

Q. 5. Please state the number of natural born subjects of His Majesty other than "Natives of India" recruited in your Province in each year.

Q. 6. What is your experience of the officers selected by the different methods of recruitment, which method has proved the most satisfactory, and what changes, if any, in the present system of recruitment do you recommend? For direct recruitment do you recommend (*a*) open competition, (*b*) nomination, (*c*) combined nomination and examination, or (*d*) some other method? Please describe fully the system that you recommend.

Q. 7. To what extent are non-residents of the Province employed in your Provincial Civil Service? Do you consider that only residents of the Province should ordinarily be recruited?

Q. 8. Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?

Systems of Training and Probation.

Q. 9. What is the system of training and probation adopted for officers of the Provincial Civil Service? Do you consider it satisfactory, and if not, what alterations do you recommend?

Q. 10. Is the existing system of Departmental examinations suitable, and if not, what changes do you recommend?

Conditions of Service.

Q. 11. Do you consider that any changes should be made in the classes of offices and appointments at present included in your Provincial Civil Service?

Q. 12. What is the system on which the strength of the $\frac{\text{Executive}}{\text{Judicial}}$ branch of your Provincial Civil Service is fixed? Do you consider it satisfactory, and if not, what alterations do you recommend?

Q. 13. In particular, is the leave reserve adequate, and the system on which it is graded suitable?

Q. 14. Is there any reserve for officers under training and is it adequate?

Q. 15. What is the annual rate of recruitment and how is it fixed? Has it worked well in practice and does it secure an even flow of promotion?

Q. 16. To what extent is any system of selection for appointments to the higher grades enforced? Is any change of practice required in this respect?

Q. 17. Are you satisfied that under the existing system of promotion the interests of individual officers and of the Administration are duly reconciled, and have you any suggestions to make regarding it, particularly as the subjects of selection for higher appointments and of the compulsory retirement of inefficient officers?

Q. 18. To what extent are the functions of the officers of the executive and judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and if so, in what direction?

Q. 19. Are you satisfied with the existing arrangements by which certain posts, ordinarily filled by members of the Indian Civil Service, are listed as open to officers of the Provincial Civil Service of proved merit and ability, and is the system followed in making appointments to those posts suitable? If not, what alterations do you suggest?

Q. 20. Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service? If not, what change would you suggest?

Q. 21. Are you satisfied with the present designation "the Provincial Civil Service?" If not, what would you suggest?

Conditions of Salary.

Q. 22. Do you accept as suitable the principle recommended by the Public Service Commission of 1886–87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?

Q. 23. Please give full information regarding the rates of pay and the number of posts in each of the main grades of the Provincial Civil Service authorised on the 1st April of each of the

[A.—Provincial Civil Service.

CONDITIONS OF SALARY—*cont.*

following years:—1850, 1900 and 1912. When was the last general reorganisation effected, and what improvement of prospects was effected thereby?

Q. 24. Are the existing rates of pay and grading in the Provincial Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?

Q. 25. Are you satisfied with the present system under which officiating promotions are not made in the Provincial Civil Service? If not, what alteration do you recommend?

Q. 26. What is your opinion regarding the substitution of a time-scale of salary for the existing graded system of promotion? If you are in favour of a time-scale, should it be restricted to the lower grades of the service, or not?

Q. 27. As an alternative, do you recommend a system by which each main class of appointment would have a separate time-scale?

Q. 28. What is your experience of the practical working of time-scales of pay in other Indian Services?

Q. 29. If you recommend any kind of time-scale of pay please describe the scheme that you propose and state what conditions should be laid down in regard to the grant of increments, promotion to superior grades, charge allowances and other matters of importance. How do you propose to apply such time-scales in provinces where the scale of pay of the executive and judicial branches of the service is different?

Q. 30. Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?

CONDITIONS OF LEAVE.

Q. 31. Is there any reason to suppose that officers of the Provincial Civil Service take more or less leave of any particular kind than they did 5, 10, 15, or 20 years ago? If so, to what is this due?

Q. 32. Is all the leave on full pay due to them ordinarily taken by officers of the Provincial Civil Service, and, if not, what are the reasons? Is the amount which can be earned in your opinion suitable? If not, what alternative arrangement do you suggest?

Q. 33. Is all the furlough due to them ordinarily taken by officers of the Provincial Civil Service? Is it necessary to allow for as much furlough as is permissible by the present rules? If not, what change do you suggest?

Q. 34. Do you consider that the rates of furlough allowances are suitable? If not, what changes do you recommend?

Q. 35. Do you consider that the maximum and minimum limits of leave allowances at present fixed are suitable?

Q. 36. Have you any recommendations to make in regard to special leave, extraordinary leave without allowances, and other forms of leave? Do you consider that the present conditions governing these kinds of leave, and the leave allowances admissible, are suitable?

Q. 37. Generally speaking, do any of the present leave rules applicable to the Provincial Civil Service cause inconvenience to the administration, and, if so, what; and what remedy do you suggest?

Q. 38. In particular, are they a contributory cause of excessive transfers of officers, and, if so, how can this difficulty be met?

Q. 39. Do any of the present leave rules press hardly in any way on officers of the Provincial Civil Service, and, if so, in what respects? What is, in your opinion, the appropriate remedy? In particular, do you regard the existing difference between the leave rules for the European and Indian Services as suitable?

CONDITIONS OF PENSION.

Q. 40. Is the present system of superannuation pensions satisfactory in the interests both of the Government and the members of the Provincial Civil Service?

Q. 41. Have you any suggestions to make in favour of any modifications in its detailed working, and if so, what, and for what reasons?

Q. 42. Do you approve of the grant of reduced pensions for such officers as may be found to be inefficient but whom it may be difficult to retire without some provision for their subsistence? If so, what do you suggest?

Q. 43. Do you approve of the present system regulating the pensions of officers of the Provincial Civil Service holding listed posts? If not, what do you suggest?

Q. 44. Do you consider that the existing rules governing the voluntary and compulsory retirement of members of the Provincial Civil Service are satisfactory? If not, what changes do you recommend?

Q. 45. To what extent do members of the Provincial Civil Service subscribe for the benefit of their families to the Government General Provident Fund, or to other official or officially recognised funds? Are any further facilities required, and what arrangements of this kind do you consider to be necessary?

GENERAL.

Q. 46. Are you satisfied with the existing organization of the Provincial Civil Service? If not, please state what alternative organization you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.

Q. 47. Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them.

A.—Indian Civil Service.]

APPENDIX I.

Period of Age-Limits, 17–21, i.e., down to 1877.		Period of Age Limits, 17–19, i.e., 1878–1891.	
Subjects	Marks.	Subjects.	Marks.
1. English Composition	300	1. English Composition	300
2. History of England, including that of the Laws and Constitution ..	300	2. History of England, including a period selected by the candidate ..	300
3. English Language and Literature	300	3. English Literature, including books selected by the candidate	300
4. Language, Literature, and History of Greece.	750	4. Greek	400
5. Language, Literature, and History of Rome.	750	5. Latin	400
6. Language, Literature, and History of France.	375	6. French	400
7. Language, Literature, and History of Germany.	375	7. German	400
8. Language, Literature, and History of Italy.	375	8. Italian	400
9. Mathematics (pure and mixed)	2,250	9. Mathematics (pure and mixed)	1,000
10. Natural Science—that is (1) Chemistry, including Heat; (2) Electricity and Magnetism; (3) Geology and Mineralogy; (4) Zoology; (5) Botany. The total (1,000) marks may be obtained by adequate proficiency in any two or more of the five branches of Science included under this head.	1,000	10. Natural Science—that is, the Elements of any two of the following Sciences, viz., Chemistry, 500; Electricity and Magnetism, 500; Experimental Laws of Heat and Light, 500; Mechanical Philosophy, with outlines of Astronomy, 500.	800 or 1,000
11. Moral Science—that is, Logic, Mental and Moral Philosophy	500	11. Logic	400
		12. Elements of Political Economy	400
12. Sanskrit Language and Literature	500	13. Sanskrit	400
13. Arabic Language and Literature	500	14. Arabic	400

Period of Age-Limits, 21–23, i.e., 1892–1905.		Period of Age-Limits, 21–24, i.e., 1906 to Date.	
Subjects.	Marks.	Subjects.	Marks.
1. English Composition	300	1. English Composition	500
2. English History	600	2. English History, either or both sections may be taken—	
		Section I., A.D. 1485	400
		Section II., A.D. 1485 to 1815	400
3. English Law, viz., Law of Contract—Criminal Law—Law of Evidence and Law of the Constitution.	500	3. English Law	500
4. English Language and Literature (including special period named by the Commissioners)	500	4. English Language and Literature	500
5. Greek Language and Literature	750	Greek, not less than two sub-divisions of which one must be Translation :—	
		5. Translation	400
		6. Prose Composition	200
		7. Verse Composition	200
		8. Literature, etc.	300
6. Greek History (Ancient, including Constitution)	400	9. Greek History (Ancient, including Constitution)	300
7. Latin Language and Literature	750	Latin, not less than two sub-divisions, of which one must be Translation :—	
		10. Translation	400
		11. Prose Composition	200
		12. Verse Composition	200
		13. Literature, etc.	300
8. Roman History (Ancient, including Constitution).	400	14. Roman History (Ancient, including Constitution).	300
9. Roman Law	300	15. Roman Law	300
10. French Language and Literature	300	16. French, History of the Language and Literature	200
		17. French Translation, Composition and Conversation.	400

[Continued on next page.]

[Continued on next page.]

APPENDIX I—*cont.*

Period of Age-Limits, 21–23, i.e., 1873–1905—*cont.*		Period of Age-Limits, 22–24, i.e., 1905 to Date—*cont.*	
Subjects.	Marks.	Subjects.	Marks.
11. German Language and Literature	500	18. German, History of the Language and Literature	300
		19. German, Translation, Composition and Conversation.	400
		20. Italian, History of the Language and Literature.	300
		21. Italian, Translation, Composition and Conversation.	400
12. General Modern History (period to be selected by candidates from list in the syllabus issued by the Commissioners, one period at least to include Indian History.)	500	22. General Modern History	500
13. Mathematics (pure and applied) ..	500	23. Lower Mathematics	1,500
14. Advanced Mathematical subjects (pure and applied).	500	24. Higher Mathematics	1,200
15. Natural Sciences, i.e., any number not exceeding three of the following subjects.—		25. Natural Sciences, i.e., any number not exceeding four of the following or three if both Lower and Higher Mathematics be also taken—	
Elementary Chemistry and Elementary Physics 500		(1) Chemistry 500	
(*N.B.*—This subject may not be taken up by those who offer either Higher Chemistry or Higher Physics)—		(2) Physics 500	2,400 or 1,800
Higher Chemistry 600		(3) Biology 500	
Higher Physics 600		(4) Botany 500	
Biology 600	1,800	(5) Zoology 500	
Botany 600		(6) Animal Physiology 500	
Zoology 600		(7) Geography 500	
Animal Physiology 600			
16. Logic and Mental Philosophy (Ancient and Modern).	400	26. Logic and Physiology	500
17. Moral Philosophy (Ancient and Modern) ..	500	27. Moral and Metaphysical Philosophy	600
18. Political Economy and Economic History ..	500	28. Political Economy and Economic History ..	600
19. Political Science (including Analytical Jurisprudence the Early History of Institutions and Theory of Legislation).	500	29. Political Science	500
20. Sanskrit Language and Literature	500	31. Sanskrit Language and Literature	500
21. Arabic Language and Literature	500	32. Arabic Language and Literature	500
Candidates are at liberty to name any or all of these branches of knowledge. No subjects are obligatory.		Consistently with the limitations specified above Candidates are at liberty to name any of the foregoing subjects, provided that the maximum number of marks that can be obtained from the subjects chosen is limited to 6,000.	

APPENDIX II.

The India Civil Service Act, 1861.

(24 & 25 Vict., Cap. 54.)

An Act to confirm certain Appointments in India, and to amend the Law concerning the Civil Service there.

[1st August 1861.]

Whereas by section fifty-six of an Act of the thirty-third year of King George the Third, Chapter fifty-two, it was enacted that all the civil servants of the East India Company in India under the rank or degree of Members of Council should have and be entitled to precedence in the service of the said Company at their respective stations according to their seniority of appointment, and that no such civil servant should be capable of being advanced or promoted to any higher station, rank, or degree therein than he should be entitled to according to the length of his service; and by section fifty-seven of the same Act it was enacted that all vacancies happening in any of the offices, places, or employments in the civil line of the Company's service in India (being under the degree of Counsellor) should be from time to time filled up and supplied from amongst the civil servants of the said Company belonging to the presidency wherein such vacancies should respectively happen: And whereas by reason of the exigencies of the public service vacancies in certain offices, places, and employments in India have been filled up by the appointment of persons not being civil servants, or not being civil servants belonging to the presidency wherein the vacancies have happened, and otherwise not in accordance with the provisions of the said enactments, and it is expedient that such appointments should be rendered valid, and also that the authorities in India should be empowered to make such appointments in like cases in future:

Be it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows.

A.—Indian Civil Service.]

Appointments not in accordance with 33 G. 3 c. 52, valid

1. All appointments made by the authorities in India to any such Offices, Places or Employments shall be and be deemed to have been as valid and effectual as if the Act herein-before recited or referred to had not been passed.—(Rep. 55 & 56 Vict. c. 19).

Vacancies in offices to be supplied by covenanted civil servants.

2. All vacancies happening in any of the offices, places, or employments specified in the Schedule annexed to this Act, and all such offices which may be created hereafter, shall be filled up and supplied, except as hereinafter provided, from amongst the covenanted civil servants of the Crown in India.

Persons not covenanted civil servants may, under special circumstances, be appointed to such offices subject to certain restrictions.

3. Where it appears to the authority in India by whom an appointment should be made to any office, place or employment specified in the said Schedule, that such appointment, under the special circumstances of the case, should be made without regard to the recited qualifications, conditions, and restrictions of the said Act, it shall be lawful for such authority to make such appointment accordingly; provided that no person shall be so appointed who has not resided for at least seven years in India, and that every person previously to his being so appointed to any of the offices in the Revenue and Judicial Departments specified in the said Schedule shall pass an examination in the vernacular language of the district in which he is to be employed where such examination is now required, and shall be subject to all the departmental tests and other qualifications and restrictions which are or may be imposed in the like case on covenanted civil servants.

Such appointment in such case to be reported to the Secretary of State.

4. Every such appointment shall be provisional only, and shall forthwith be reported to the Secretary of State in Council of India, together with the special reasons for making the same; and unless the Secretary of State in Council shall approve such appointment, with the concurrence of a majority of Members present at a meeting and shall within twelve months from the date of such appointment notify such approval to the authority by whom the appointment was made, then such appointment shall be cancelled.

Certain offices may be filled up without regard to restrictions prescribed by recited Act

5. All vacancies happening in any other offices, places, or employments than those mentioned in the said Schedule, and all other offices than those so mentioned that may hereafter be created in India may be filled up and supplied without regard to the qualifications, conditions, and restrictions prescribed by the said Act.

Act not to apply to offices at Lieut.-gov.-Governor, etc.

6. Provided always that this Act shall not apply to the office of Lieutenant-Governor of any part of His Majesty's dominions in India, or to any offices for the supply of which provision may be made by any other Act of the present session of Parliament.

So much of 33 G. 3, c. 52, as requires seniority, etc., for appointments repealed.

7. Section fifty-six of the said Act of the thirty-third year of King George the Third, and so much of the other sections of the said Act and of any other Act now in force as requires seniority as a condition or qualification for the appointment of civil servants to offices, places, or employments, shall be repealed.

SCHEDULE.

Secretaries, Junior Secretaries, and Under Secretaries to the several Governments of India, except the Secretaries, Junior Secretaries, and Under Secretaries in the Military, Marine, and Public Works Departments.
Accountant-General.
Civil Auditor. (a)
Sub-Treasurer. (b)

Judicial.

1. Civil and Sessions Judges, or Chief Judicial Officers of Districts in the Provinces now known as Regulation Provinces.
2. Additional and Assistant Judges in the said Provinces.
3. Magistrates or Chief Magisterial Officers of Districts in the said Provinces.
4. Joint Magistrates in the said Provinces.
5. Assistant Magistrates or Assistants to Magistrates in the said Provinces.

Revenue.

1. Members of the Board of Revenue in the Presidencies of Bengal and Madras.
2. Secretaries to the said Boards of Revenue.
3. Commissioners of Revenue or Chief Revenue Officers of Divisions in the Provinces now known as Regulation Provinces.
4. Collectors of Revenue or Chief Revenue Officers of Districts in the said Provinces.
5. Deputy or Subordinate Collectors where combined with the Office of Joint Magistrate in the said Provinces.
6. Assistant Collectors or Assistants to Collectors in the said Provinces.
7. Salt Agents.
8. Controller of Salt Chowkies.
9. Commissioners of Customs, Salt and Opium.
10. Opium Agents.

(a) Now called Comptroller General. (b) Now non-existent.

APPENDIX III.

The Government of India Act, 1870.

(33 Vict., Cap. 3.)

An Act to make better provision for making Laws and Regulations for certain parts of India, and for certain other purposes relating thereto.

[26th March 1870.]

* * * * *

6. Whereas it is expedient that additional facilities should be given for the employment of natives of India, of proved merit and ability, in the civil service of Her Majesty in India:

Power to appoint natives of India to certain offices without certificate from the Civil Service Commissioners 21 & 22 Vict., c. 106, 24 & 25 Vict., c. 54.

Be it enacted, that nothing in the Government of India Act, 1858, or in the Indian Civil Service Act, 1861, or in any other Act of Parliament or other law now in force in India, shall restrain the authorities in India by whom appointments are or may be made to offices, places, and employments in the civil service of Her Majesty in India from appointing any native of India to any such office, place, or employment, although such native shall not have been admitted to the said civil service of India in manner in section thirty two of the first mentioned Act provided, but subject to such rules as may be from time to time prescribed by the Governor General in Council, and sanctioned by the Secretary of State in Council, with the concurrence of a majority of members present;

and that for the purpose of this Act the words "natives of India" shall include any person born and domiciled within the dominions of Her Majesty in India, of parents habitually resident in India, and not established there for temporary purposes only;

and that it shall be lawful for the Governor General in Council to define and limit from time to time the qualification of natives of India thus expressed; provided that every regulation made by him for such purpose shall be subject to the sanction of the Secretary of State in Council, and shall not have force until it has been laid for thirty days before both Houses of Parliament.

APPENDIX IV.

Notification of the Government of India, Home Department (Establishments), No. 1128, dated Simla, the 26th August 1910.

In exercise of the power conferred by section 6 of the Government of India Act, 1870 (33 Victoria, Chapter 3), and in supersession of the rules published in the Home Department Notification No. 2169 (Public), dated the 2nd November 1892, the Governor-General in Council has been pleased to make the following rules, which have been sanctioned by the Secretary of State in Council with the concurrence of a majority of the members present:—

1. The local Government may appoint any member of the provincial civil service subordinate to it, who is a native of India, and of proved merit and ability, to any of the offices, places, and employments ordinarily held by members of the Civil Service of His Majesty in India, to fill which it has been declared by such local Government (by notification in the official Gazette) that members of such provincial civil service can properly be appointed.

2. The local Government may at any time appoint any native of India of proved merit and ability to any of the offices, places, and employments specified by such local Government in any such notification as in Rule 1 is mentioned; provided that not more than one-fourth of the offices, places, and employments so specified shall at any one time be held by natives of India not members of the provincial civil service subordinate to the local Government; but this proviso shall not apply to or include any native of India (not a member of a provincial service) who has prior to the making of these rules, been appointed under section 6 of the Government of India Act, 1870 (33 Victoria, Chapter 3), to an office, place, or employment in the Civil Service of India.

3. In addition to appointments made under Rules 1 and 2 the local Government may, whenever the exigencies of the public service render it necessary, appoint to any of the offices, places, or employments ordinarily held by members of the Civil Service of His Majesty in India, for a period not exceeding three months, any native of India of proved merit and ability; provided that the appointment of any such officer shall not involve his transfer from another district.

4. The local Government may declare any appointment to be made on probation only and may prescribe the terms on which it is made and the conditions with which the person appointed must comply before he can be confirmed.

5. The local Government may at any time suspend and remove any person appointed by such local Government under these rules.

A. Earle,
Offg. Secretary to the Government of India.

A.—Indian Civil Service.]

APPENDIX V.

STATEMENT showing Posts listed as open to the Provincial Civil Services.

Superior posts.	Madras.	Bombay.	Bengal.	United Provinces.	Punjab.	Burma.	Bihar and Orissa.	Central Provinces (and Berar).	Total.
Resident districts ..	3	2	8	2	2	2	5	3	49
District and Divisional Judges.	4	3		5	3	1		3	
Settlement Collectors ..	..	..	..	..	2	1	..	..	3
Sub-Collectors ..	2	..	..	..	..	..	..	..	2
Secretary, Board of Revenue	..	..	..	..	1	..	..	..	1
Taluqdari Settlement Officer	..	1	..	..	..	..	..	..	1
Total ..	9	6	8	7	11	5	5	6	57
Inferior Posts.									
Secretary to Board of Revenue.	1	..	..	1	..	..	..	..	2
Under Secretary to Government.	2	..	1	..	1	..	1	..	4
Joint Magistrates or Assistant Commissioners or Assistant Collectors.	5	9	5	7	3	..	..	2	33
Assistant Judges ..	..	2	..	..	..	..	..	..	2
Small Cause Court Judges ..	..	..	..	2	..	..	..	..	2
Assistant Settlement Officers.	..	..	..	2	..	..	..	..	2
Assistant to Director of Land Records.	..	..	..	1	..	..	..	..	1
Total ..	7	11	6	13	4	..	1	2	47
Grand Total, Superior and Inferior.	16	17	17	20	15	5	6	8	103

[A.—Indian Civil Service.

APPENDIX VI

FINAL EXAMINATION OF 1911 WHEN THE PERIOD OF PROBATION WAS TWO YEARS.		FINAL EXAMINATION OF 1912 WHEN THE PERIOD OF PROBATION WAS ONE YEAR.	
Subjects (a)	Marks.	Subjects.	Marks.
1. * Classical languages of India—		*Compulsory*—	
Sanskrit	500	1. The principal Vernacular language of the Province to which the candidate is assigned.	400
Arabic	400	2. Indian History	400
Persian	400	3. Indian Penal Code	400
2. † Vernacular languages of India (excepting Hindustani when taken up by Madras candidates and Gujrati) each	400	4. Code of Criminal Procedure ..	200
		5. The Indian Evidence Act	200
3. The History and Geography of India.	350	*Optional*—(Not more than one of following subjects)	
4. ‡ Law	1,250	1. § Sanskrit	400
5. Political Economy	350	2. § Arabic	400
		3. Persian	400
		4. Hindustani (for candidates assigned to the Province of Burma only.)	400
		5. Hindu and Muhammadan Law ..	400

(a) In addition to the above, candidates were permitted to take up any one of the following branches of natural science, viz., Agricultural chemistry, botany, geology and zoology, for which 350 marks were allowed.

* One or more of these subjects could be taken

† One of the languages prescribed for the candidates' Presidency or Province.

‡ The course of reading in law included—

20th Report of His Majesty's Civil Service Commissioners, pages 623-5.

(1) General Jurisprudence—
Blackstone's Commentaries.
Austin's Jurisprudence.
The Institutes of Justinian.
Maine's Ancient Law.
Mackenzie's Studies in Roman Law.
Bentham's Theory of Legislation.

(2) Law of Evidence—
The Indian Evidence Act.
Sir Taylor's Treatise on the Law of Evidence.

(3) Law of India—
The Code of Civil Procedure.
The Indian Penal Code.
The Code of Criminal Procedure.
The Indian Law of Contracts.
The Intestate and Testamentary Succession Act.
Hindu Law.
Mahammadan Law.

Simultaneously the candidates attended courts and supplied the following detailed reports, with an analysis and notes in each case—

1st Periodical Examination ..	Seven reports of police court cases of a stipendiary magistrate, embracing cases in which the magistrate exercised final jurisdiction and cases which he committed for trial.
	Four civil cases of a county court in which the parties were represented by counsel.
	One separate report of the whole business, of whatever kind, transacted in a police court during one day.
2nd Periodical Examination ..	Five reports of civil actions in the superior courts of London in which the defendant was represented by counsel.
	Five reports of cases decided in the Central Criminal Court in which the prisoner was represented by counsel.
3rd Periodical Examination ..	Three reports of civil cases of importance tried before special juries in the Superior Courts of London.
	Three reports of criminal cases of importance tried before juries in the Central Criminal Court and selected for some special quality such as the gravity of the offence the nature of the evidence produced, the number of the prisoners, etc.
Final Examination ..	One report of the investigation before a London police magistrate of a grave criminal charge ending in committal.
	One report of the whole business, of whatever kind, transacted in a London police court in one day.
	Two reports of important civil cases tried by a special jury in London.
	One report of a case heard in the Judicial Committee of the Privy Council on appeal from India.

§ These subjects cannot be offered by any candidate who has offered them at the Open Competition.

A.—Indian Civil Service.]

APPENDIX VII.

AA

STATEMENT showing the CADRE and STRENGTH of the INDIAN CIVIL SERVICE for INDIA as a whole and by PRESIDENCIES or PROVINCES, as sanctioned on 1st July 1912, together with the number of Posts listed as open to the Provincial Service in accordance with the terms of the Rules *made under the provisions* of Section 6 of the Government of India Act, 1870 (33 Vict., cap. 3).

	Madras.	Bombay.	Bengal.	United Provinces.	Punjab.	Burma.	Bihar and Orissa.	Central Provinces.	Assam.	Total.
(1) No. of "Superior" posts, *i.e.*, posts carrying a salary of over Rs. 1,000 a month in the Presidency or Province	57	54	90	111	63	83	54	51	22	582
(2) *Deduct* for posts listed as open to Provincial Service	8	8	8	7	11	8	5	6	..	56
(3) *Add* for posts under the Government of India (*a*)	8	8	8	10	7	8	5	4	2	60
(4) Balance number of "Superior" posts	57	54	90	113	70	84	54	49	24	586
(5) *Add* 4 per cent for temporary posts and for deputation [*N.B.*—For such posts additions are made to the lowest grade of assistants]	3	3	4	5	3	3	2	2	1	26
(6) Total number of "Superior" posts on which recruitment is based	60	57	94	119	73	87	56	51	25	612
(7) *Add* "Inferior" posts, *i.e.*, posts above the lowest grade of assistants, but below the "Superior" posts, at 38 per cent of line (6)	35	36	57	45	31	34	22	20	9	264
(8) *Add* leave reserve at 40 per cent. of line (7)	38	35½	57½	47½	32	35	22½	20	10	270
(9) *Add* training reserve at 16·5 of line (8)	14	13½	14½	18½	12	13	8½	8	4	103
(10) Strength of service required at 104·5 per cent. of line (9)	175	173	182	231	154	169	109	99	48	1,341
(11) Rate of recruitment at 4·17 per cent of strength shown in line (10).	·73	·72	·76	·96	·64	2·3 Civil. 1·7 Military	4·5	4·1	2·0	54 Civil 17 Military.

(*a*) The figures under this item are fixed arbitrarily from time to time for purposes of recruitment, and are not intended to limit or guarantee the number of posts under the Government of India, which may at any time be filled from a particular Province

[A.—Indian Civil Service.

APPENDIX VII—*cont.*

LIST A

MADRAS.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333⅓
2	High Court Judges	4,000
1	Member, Board of Revenue	3,750
1	Chief Secretary	3,750
1	Member, Board of Revenue	3,500
1	Secretary, Revenue Department	3,125
2	Members, Board of Revenue	3,000
2	District and Sessions Judges, first grade	3,000
1	Inspector General of Police	2,500—100—3,000
1	Resident, Travancore	2,500
7	District and Sessions Judges, second grade	2,500
1	Secretary, Municipal (Local) Department	2,500
(a) 7	Collectors, first grade	2,500
7	District and Sessions Judges, third grade	2,250
(a) 14	Collectors, second grade	2,250
6	District and Sessions Judges, fourth grade	2,000
1	Commissioner of Coorg	1,800—2,000
(a) 8	Collectors third grade	1,800
1	Secretary to Commissioner of Land Revenue	1,500—1,800
1	Secretary to Commissioner, Salt and Abkari Revenue ..	1,500—1,800
1	Registrar, High Court	1,500—1,800
1	Private Secretary	1,500
(b) 20	Sub-Collectors and Joint Magistrates, first grade	1,200
Total .. 87		
Deduct — 8	For posts listed as open to the Provincial Service	
Add + 9	For posts under the Government of India	
Balance .. 87		
	Inferior posts, i.e., Posts above the Lowest Grade of Assistants but below the "Superior" Posts in order of Pay.	
8	Under Secretaries	1,000
16	Joint Magistrates, second grade	900
14	,, ,, third ,, ...	700
Total . 38		
	Reserve posts, i. e., Assistant Collectors	400—500
3	Reserve for temporary posts and for deputations,	
33	Leave reserve.	
14	Training reserve.	
Total .. 53		

(a) Includes Collector of Madras, Director of Agriculture, and Registrar of Co-operative Credit Societies

(b) Includes Deputy Commissioner of Salt and Abkari, and Director of Land Records.

A.—Indian Civil Service.]

APPENDIX VII—*cont.*

LIST B

BOMBAY (INCLUDING SIND).

Superior Posts in Order of Pay

Number.	Designation	Pay of each
		Rs.
2	Members of Council	5,833
3	High Court Judges	4,000
1	Chief Secretary	3,750
1	Commissioner in Sind	3,750
3	Commissioners	3,500
1	Secretary	3,125
1	Commissioner of Customs, Salt, Opium, etc.	3,000
1	Municipal Commissioner, Bombay	3,000
1	Judicial Commissioner, Sind	3,000
1	Inspector-General of Police	2,500—100—2,000
1	Additional Judicial Commissioner	2,750
(a) 7	District and Sessions Judges, 1st grade	2,500
1	Secretary	2,500
6	District and Sessions Judges, 2nd grade	2,325
13	Senior Collectors	2,325
1	Commissioner of Settlement and Director, Land Records ..	Salary of grade *plus* a local allowance of Rs. 250.
9	District and Sessions Judges, 3rd grade	1,800
(b) 15	Junior Collectors	1,800
1	Registrar, High Court	1,750
1	Private Secretary	1,500
		1,200
1	Deputy Commissioner, Upper Sind Frontier	Local allowance Rs. 300.
		..
3	Political appointments	1,250—50—1,500
1	Assistant Remembrancer of Legal Affairs	1,250
2	Under Secretaries	1,100
1	Talukdari Settlement Officer	1,100
1	Assistant to Commissioner in Sind	Local allowance Rs. 100.
1	Manager, Sind Encumbered Estates	Salary of grade *plus* special allowance of Rs. 200.
2	Superintendents of Land Records	Salary of grade *plus* special allowance of Rs. 150.
1	Registrar, Co-operative Credit Societies	900 (c)
5	Assistant Collectors, 1st grade	

Total .. 84		
Deduct .. —3	For posts listed as open to the Provincial Service.	
Add .. +8	For posts under the Government of India.	
Balance .. 89		

Inferior posts, i.e., posts above the lowest grade of assistants, but below the "superior" posts in order of pay.

17	Assistant Collectors, 1st grade	900
18	Do. 2nd ,, ...	700
Total .. 35		

	Reserve posts, i.e., Assistant Collectors	400—500
3	Reserve for temporary posts and for deputations.	
35½	Leave reserve	
13½	Training reserve.	
Total .. 52		

(a) Includes Remembrancer of Legal Affairs.

(b) Includes Collector of Salt Revenue, Collector of Bombay and Director of Agriculture and Co-operative Credit Societies, but excludes Collector of Customs, Bombay.

(c) It has recently been proposed to raise the pay of these five appointments to Rs. 1,200.

APPENDIX VII—*cont.*

LIST C.

BENGAL.

Superior Posts in Order of Pay.

Number	Designation.	Pay of each.
		Rs.
2	Members of Council	5,333⅓
4	High Court Judges	4,000
1	Member, Board of Revenue	3,750
1	Chairman, Calcutta Corporation	3,500
1	Chief Secretary	3,500
(a) 3	District and Sessions Judges, 1st grade	3,333⅓
1	Chairman of the Calcutta Improvement Trust	3,000
5	Commissioners	2,916⅔
1	Inspector General of Police	2,500—100—3,000
2	Secretaries	2,750
(a) 18	District and Sessions Judges, 2nd grade	2,500
(b) 12	Magistrates and Collectors, 1st grade	2,250
(a) 14	District and Sessions Judges, 3rd grade	2,000
(b) 13	Magistrates and Collectors, 2nd grade	1,800
1	Registrar, High Court	1,700
(b) 14	Magistrates and Collectors, 3rd grade	1,500
1	Private Secretary to His Excellency the Governor	1,500
1	Deputy Chairman, Calcutta Corporation	1,500
Total .. 90		
Deduct — 8	For posts listed as open to the Provincial Service.	
Add + 8	For posts under the Government of India.	
Balance .. 90		

	Inferior posts (i.e., *posts above the lowest grade of assistants, but below the "superior" posts in order of pay, excluding one listed Under Secretaryship*)	
2	Under Secretaries	1,000
17	Joint Magistrates	900
17	Do.	700
Total .. 36		
	Recruit posts, i.e., Assistant Magistrates	400—500
4	Reserve for temporary appointments and deputations.	
37½	Leave reserve	
14½	Training reserve	
Total .. 56		

(a) Includes Superintendent and Remembrancer of Legal Affairs and three District and Sessions Judges for Assam.

(b) Includes Commissioner of Excise, Director of Land Records, Director of Agriculture, two Secretaries to the Board of Revenue, Registrar of Co-operative Credit Societies, three Settlement Officers and four Additional Magistrates for Pusea, Midnapur, Bishnupur and Mymensing.

A.—Indian Civil Service.]

APPENDIX VII—*cont.*

LIST 9

UNITED PROVINCES

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs
1	Lieutenant-Governor	6,333⅓
3	High Court Judges	4,000
1	Judicial Commissioner	3,500
2	Members, Board of Revenue	3,500
1	Additional Judicial Commissioner	3,333⅓
1	Chief Secretary	3,000
2	District and Sessions Judges, 1st grade	3,000
9	Commissioners	2,916⅔
1	Inspector-General of Police	2,250—100—3,000
1	Opium Agent	2,500—100—3,000
1	Commissioner, Kumaun	2,500
(a) 7	District and Sessions Judges, 2nd grade	2,500
(b) 10	Magistrates and Collectors, 1st grade	2,250
(c) 6	District and Sessions Judges, 3rd grade	2,250
16	District and Sessions Judges, 4th grade	1,833⅓
(b) 17	Magistrates and Collectors, 2nd grade	1,833⅓
4	Deputy Commissioners, 1st grade	1,833⅓
8	District and Sessions Judges, 5th grade	1,666⅔
(b) 10	Deputy Commissioners, 2nd grade	1,666⅔
1	Registrar, High Court	1,500
4	Settlement Officers	Salary of grade plus special allowance of Rs 250
1	Deputy Director of Land Records	
1	Registrar, Co-operative Credit Societies	
1	Superintendent, Dehra Dun	1,500
1	Deputy Commissioner, Naini Tal	1,500
1	Assistant Judge	1,166
2	Deputy Commissioners of Garhwal and Almora	1,000
Total .. 111		
Deduct — 7	For posts listed as open to the Provincial Service.	
Add + 10	For posts under the Government of India	
Balance.. 114		
	Inferior posts, i.e., posts above the lowest grade of assistants but below the "superior" posts in order of pay.	
2	Under Secretaries	1,000
1	Under Secretary	800
1	City Magistrate, Lucknow	1,000
14	Joint Magistrates, 1st grade	1,000
6	Assistant Commissioners, 1st grade	800
1	Assistant Judges	800
20	Joint Magistrates, 2nd grade	700
1	Registrar, Judicial Commissioner's Court	Salary of grade.
Total .. 46		
	Reserve posts, i.e., Assistant Collectors.	400—500
5	Reserve for temporary posts and for deputations.	
47½	Leave reserve.	
18½	Training reserve	
Total .. 71		

(a) Includes the Legal Remembrancer

(b) Includes two Secretaries in the Board of Revenue, Judicial and Financial Secretaries to Government, Director of Land Records and Agriculture and Commissioner of Excise.

IA.—Indian Civil Service.

APPENDIX VII—*cont.*

LIST E.

PUNJAB (EXCLUDING THE NORTH-WEST FRONTIER PROVINCE).

Superior Posts in Order of Pay.

Number	Designation.	Pay of each
		Rs.
1	Lieutenant-Governor	8,333†
1	Chief Judge, Chief Court	4,000
2	Judges, Chief Court	3,500
2	Financial Commissioners	3,500
1	Chief Secretary	3,000
5	Commissioners	2,750
2	Divisional Judges, 1st grade	2,750
3	Divisional Judges, 2nd grade	2,500
5	Divisional Judges, 3rd grade	2,250
(a) 10	Deputy Commissioners, 1st grade	2,250
6	Divisional Judges, 4th grade	1,800
(a) 11	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
(a) 13	Deputy Commissioners, 3rd grade	1,500
5	Settlement Officers	1,500
1	Registrar, Co-operative Credit Societies	Salary of grade *plus* special allowance of Rs. 150.
1	Senior Secretary to Financial Commissioners	Salary of grade subject to a minimum of Rs. 1,250 and a maximum of Rs. 1,800.
1	Junior Secretary to Financial Commissioners	Salary of grade subject to a minimum of Rs. 1,000 and a maximum of Rs. 1,600.
1	Registrar, Chief Court	1,250
Total . 80		
Deduct — 11	For posts listed as open to the Provincial Service.	
Add + 7	For posts under the Government of India.	
Balance .. 76		
	Inferior posts, i.e., posts above the lowest grade of assistants but below the "superior" posts in order of pay (excluding one Under Secretaryship listed).	
2	Under Secretaries	1,000
14	Assistant Commissioners, 1st grade	900
16	Assistant Commissioners, 2nd grade	700
Total .. 32		
	Reserve post, i.e., Assistant Commissioners of the lowest grade	400—500 T
3	Reserve for temporary posts and for deputations.	
32	Leave reserve.	
12	Training reserve.	
Total .. 47		

(a) Including two Secretaries to Government, Director of Land Records, Director of Agriculture and Political Agent in the Phulkian States.

A.—Indian Civil Service.]

APPENDIX VII—*cont.*

LIST F.

BURMA.

Superior Posts to Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	8,333⅓
1	Chief Judge, Chief Court	4,000
1	Judge, Chief Court	3,500
1	Judicial Commissioner, Upper Burma	3,500
1	Financial Commissioner	3,500
1	Chief Secretary to Government	3,000
8	Commissioners of Divisions	2,750
1	Commissioner of Settlements and Director of Land Records ..	2,750
2	Divisional Judges, 1st grade	2,750
1	President, Rangoon Municipality	2,500 (a)
1	Director of Agriculture	2,400 (d)
2	Divisional Judges, 2nd grade	2,250
(c) 12	Deputy Commissioners, 1st grade	2,250
1	Revenue Secretary to Government	2,250 (b)
1	Secretary to Government	2,250 (b)
2	Divisional Judges, 3rd grade	1,800
(c) 13	Deputy Commissioners, 2nd grade	1,800
8	District Judges	1,500
(c) 15	Deputy Commissioners, 3rd grade	1,500
2	Deputy Director of Land Records	1,400 (b)
1	Secretary to Financial Commissioner	1,400 (b)
1	Registrar, Chief Court	1,400 (b)
6	Settlement Officers	Salary of grade *plus* special allowance of Rs 150.
1	Registrar, Co-operative Credit Societies	
Total .. 83		
Deduct .. — 5	For posts listed as open to the Provincial Service.	
Add .. + 6	For posts under the Government of India.	
Balance .. 84		
	Inferior posts, i.e., *posts above the lowest grade of assistants but below the "superior" posts in order of pay.*	
11	Assistant Commissioners, 1st grade	1,000
13	Assistant Commissioners, 2nd grade	700
10	Assistant Commissioners, 3rd grade	400
Total .. 84		
	Reserve posts, i.e., *Assistant Commissioners of the 4th grade.*	450—500
8	Reserve for temporary posts and for deputations.	
35	Leave reserve.	
13	Training reserve.	
Total .. 61		

(a) Maximum salary including a local allowance of Rs. 250 a month.

(b) Maximum salary including a local allowance of Rs 400, Rs 300, Rs 200, Rs 250 and Rs. 200, respectively.

(c) Includes Superintendents of Shan States, Collector of Rangoon and Commissioner of Excise, the latter officer drawing the salary of grade plus a local allowance of Rs 250, without a substratum.

(d) Maximum salary including a local allowance of Rs. 150 a month.

[A.—Indian Civil Service.

APPENDIX VII—*cont.*

LIST G.

BIHAR AND ORISSA.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Lieutenant-Governor	6,333⅓
2	Members of Council	5,000
2	High Court Judges	4,000
1	Member, Board of Revenue	3,500
1	Chief Secretary	3,000
(a) 2	District and Sessions Judges, 1st grade	3,000
0	Commissioners	2,916⅔
1	Inspector-General of Police	2,500—100—3,000
(a) 5	District and Sessions Judges, 2nd grade	2,500
(b) 9	Magistrates and Collectors, 1st grade	2,250
(a) 5	District and Sessions Judges, 3rd grade	2,000
(b) 16	Magistrates and Collectors, 2nd grade	1,800
(b) 16	Magistrates and Collectors, 3rd grade	1,500
Total .. 54		
Deduct — 5	For posts listed as open to the Provincial Service.	
Add + 5	For posts under the Government of India.	
Balance .. 54	On which recruitment is based.	
	Inferior posts, i.e., posts above the lowest grade of assistants but below the "superior" posts (including one listed Under Secretary) in order of pay.	
2	Under Secretaries	1,000
10	Joint Magistrates, 1st grade	800
10	Joint Magistrates, 2nd grade	700
Total .. 22		
	Reserve posts, i.e., Assistant Magistrates.	400—500
2	Reserve for temporary posts and for deputations.	
22½	Leave reserve.	
8½	Training reserve.	
Total .. 33		

(a) Includes Superintendent and Remembrancer of Legal Affairs and Judicial Commissioner, Chota-Nagpur.

(b) Includes two Secretaries to Government, and Directors of Land Records and Agriculture, Commissioner of Excise, Registrar of Co-operative Credit Societies, two Settlement Officers and Political Officer, Orissa.

A.—Indian Civil Service.]

APPENDIX VII—*contd.*

LIST H.

CENTRAL PROVINCES AND BERAR.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
	Central Provinces.	Rs.
1	Chief Commissioner	6,166⅔
1	Financial Commissioner	3,500
1	Judicial Commissioner	3,500
1	Additional Judicial Commissioner	3,000
1	Second Additional Judicial Commissioner	2,750
3	Commissioners	2,750
3	Do	2,500
1	Senior Divisional Judge	2,500
(a) 8	Deputy Commissioners, 1st class	2,250
(a) 12	Do. 2nd class	1,800
(a) 14	Do 3rd class	1,500
4	Settlement Officers	Salary of grade *plus* special allowance of Rs. 150.
1	Director of Agriculture	
1	Registrar, Co-operative Credit Societies	
Total .. 51		
Deduct —6	For posts listed as open to the Provincial Service.	
Add +4	For posts under the Government of India.	
Balance .. 49		
	Inferior posts, i.e., posts above the lowest grade of assistants but below the "superior" posts in order of pay.	
6	Assistant Commissioners, 1st grade	900
13	Assistant Commissioners, 2nd grade	700
Total .. 19		
	NOTE.—There is a defect of one post. It has recently been proposed to correct the defect and to grade the 20 posts as follows:—	
10	Assistant Commissioners, 1st grade	900
10	Assistant Commissioners, 2nd grade	700
Total .. 20		
	Reserve posts, i.e., Assistant Commissioners of the lowest grade.	400–500
2	Reserve for temporary posts and for deputations.	
20	Leave reserve.	
8	Training reserve.	
Total .. 30		

(a) Includes Chief Secretary, Secretary, Political Agent of Chhattisgarh, Commissioner of Excise, Commissioner of Settlements, three Divisional Judges, Inspector-General of Police, and two District and Sessions Judges, and one Secretary to the Chief Commissioner. The Inspector-General of Police draws a local allowance of Rs. 450 subject to a maximum salary of Rs. 2,500 a month.

[A.—Indian Civil Service.

APPENDIX VII—*cont.*

LIST 1.

ASSAM.

Superior Posts in Order of Pay.

Number.	Designation.	Pay of each.
		Rs.
1	Chief Commissioner	8,166]
2	Commissioners	2,750
(a) 6	Deputy Commissioners, 1st grade	2,250
(a) "	Deputy Commissioners, 2nd grade	1,800
(a) 6	Deputy Commissioners, 3rd grade	1,500
Total .. 22		
Deduct—	For posts listed as open to the Provincial service	
Nil.		
Add + 2	For posts under the Government of India.	
Balance .. 24		
	Inferior posts, i.e., posts above the lowest grade of assistants but below the "superior" posts in order of pay.	
2	Under Secretaries	1,000
4	Joint Magistrates, 1st grade	900
3	Joint Magistrates, 2nd grade	700
Total .. 9		
	Reserve posts, i.e., Assistant Magistrate	400—500
1	Reserve for temporary posts and for deputations	
10	Leave reserve	
4	Training reserve.	
Total .. 15		

(a) Includes Superintendent of Lushai Hills; Commissioner of Excise, Inspector-General of Registration and Registrar of Co-operative Credit Societies, Director of Land Records and Agriculture, two Secretaries to the Chief Commissioner; Inspector General of Police; one Settlement Officer; and Political Agent, Manipur

A.—Indian Civil Service.]

APPENDIX VII *contd.*

LIST 5

SUPERIOR POSTS UNDER THE GOVERNMENT OF INDIA.

Number.	Designation.	Pay of each.
		Rs.
3	Members of Council	6,666⅔
	Home Department—	
1	Secretary	4,000
1	Deputy Secretary	2,000
1	Director, Criminal Intelligence	3,000
1	Superintendent of Port Blair	2,500–3,000
	Finance Department—	
1	Secretary	4,000
1	Joint Secretary	6,000
1	Deputy Secretary	2,250
1	Comptroller and Auditor General	3,500–4,000
3	Accountants-General	2,250–2,750
3	Officers of the Indian Finance Department ..	1,100–1,800
	Foreign Department—	
1	Secretary	4,000
1	Deputy Secretary	2,250
13	Political Officers	1,100–4,000
	Legislative Department—	
1	Secretary or Deputy Secretary	3,500–3500 or 2,000
	Department of Revenue and Agriculture—	
1	Secretary	4,000
	Department of Commerce and Industry—	
1	Secretary	4,000
1	Director-General of Posts and Telegraphs	3,500–3,500
4	Postmasters-General	1,500–1,750 or 1,750–2,000 or 2,250–2,500
1	Commissioner, Northern India Salt Revenue	2,500
1	Inspector-General of Excise and Salt	3,000
3	Collectors of Customs	2,000–2,500
2	Assistant Collectors of Customs	1,150–1,400
	Department of Education—	
1	Secretary	3,000
Total .. 58		

IA.—Indian Civil Service.

APPENDIX VII—*cont.*

RE.

STATEMENT showing for INDIA as a whole and by PRESIDENCIES and PROVINCES the actual Strength of the INDIAN CIVIL SERVICE CADRE, as it stood on 1st July 1912, compared with the strength at which it should have stood on the same date in accordance with the sanctioned calculations.

Provinces	Sanctioned strength	Actual strength on 1st July 1912.		Number of officers over (+) or under (—) strength
1	2	3		4
Madras	115		173	— 2
Bombay	173		176 (*a*)	+ 3
Bengal	183		174 (*b*)	— 9
United Provinces	231		237 (*c*)	+ 6
Punjab	154	Civilians 162 (*d*) .. Military 29 (*e*) ..	191	+ 37
Burma	169	Civilians 126 .. Military 49 ..	175	+ 6
Bihar and Orissa	109		107 (*f*)	— 2
Central Provinces	89		194 (*g*)	+ 5
Assam	44	Civilians 39 .. Military 9	48	
Total	1,341		1,385	+44

(*a*) Excluding Sir E. Robertson, who permanently belongs to the Central Provinces, where he has been included, but including Mr. H. C. Miles of the Staff Commission.

(*b*) Excluding Messrs. Nathan and Bullett who have been temporarily lent by Bihar and Orissa to Bengal and have been included in the Bihar and Orissa cadre.

(*c*) Including Sir H. Butler who has not been numbered in the Civil List, but excluding Messrs W. Alder and T. E. Johnston, who have been temporarily transferred to, and included in, the Bengal cadre.

(*d*) Including Messrs O'Dwyer, Lorimer, Barlow, Grant, Ranken, Johnston, Glancy, Fipon, Belfoe, Peart, Jaf Howell, Bell Copeland, Fraser, Fitzpatrick, Latimer, serving in the Political Department under the Government of India in the North-West Frontier Province, and Messrs Bray and Cater, also serving under the Government of India in the Political Department in Baluchistan, and excluding Messrs. Cowan, Maclagan and Jacob, serving in Bengal, where they have been included, and Mr Gordon, serving in Assam, in which he has also been included.

(*e*) Including Lieutenant-Colonel Rawlinson, Mr. J. S Donald, Major Bicheno, Lieutenant-Colonel Sir G. Roos-Keppel and Captain Ross, serving in the Political Department under the Government of India in the North-West Frontier Province.

(*f*) Excluding Mr Shuttle, who recently committed suicide.

(*g*) Including Sir B. Robertson, who permanently belongs to the Central Provinces, but has been wrongly omitted from the Civil List, but excluding Messrs Crawford (serving in Bihar and Orissa, where he has been included), and Liddell (serving in Bengal, in which he has been included), and three Indian members of the Berar Commission who have been treated as holding posts corresponding to three listed posts.

A.—Indian Civil Service.]

APPENDIX VIII.

CC

Nature of posts.	Madras		Bombay.		Bengal		United Provinces.	
	No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.
		Rs.		Rs.		Rs.		Rs.
Lieutenant Governors and Chief Commissioners.	..	..	..	..	..	..	1	8,333
Members of Councils ..	2	8,333	2	8,333	2	8,333	..	..
Judges of High or Chief Courts.	2	4,000	3	4,000	4	4,000	5	4,000
Boards of Revenue or Financial Commissioners.	4	(2) 3,750 (1) 3,500 (1) 3,000	..	..	1	3,750	2	3,500
Commissioners of Divisions and others of same rank.	..	..	6	(1) 3,750 (3) 3,500 (2) 3,000	5	3,750	10	(9) 2,916 (1) 2,500
Secretaries to Government	3	(1) 3,750 (1) 3,166 (1) 2,500	3	(1) 3,750 (1) 3,125 (1) 2,500	3	(1) 3,333 (2) 2,750	1	3,000
Secretaries to Boards of Revenue or Financial Commissioners.	2	1,500—1,800	..	..	..	..	..	..
Judicial Commissioners ..	..	..	2	(1) 3,000 (1) 2,750	..	..	2	(1) 3,500 (1) 3,333
District and Sessions Judges or Divisional Judges and District Judges.	22	(2) 3,000 (7) 2,500 (7) 2,250 (6) 2,000	18	(3) 2,500 (6) 2,250 (9) 1,500	30	(3) 3,000 (13) 2,500 (14) 2,000	25	(2) 2,000 (7) 1,500 (6) 1,250 (10) 1,083 (3) 1,000
Collectors or Deputy Commissioners	27	(7) 2,500 (14) 2,250 (6) 1,500	23	(13) 2,125 (14) 1,500 (1) 1,500	32	(12) 2,000 (13) 1,500 (14) 1,500	24	(19) 1,250 (01) 1,333 (10) 1,000 (2) 1,000 (2) 1,000
Political officers ..	1	2,500	3	..	..	..	..	..
Miscellaneous posts ..	(a) 4	(1) 2,500—3,000 (1) 1,500—2,000 (1) 1,000—1,500 (1) 1,000	(b) 6	(1) 2,500—3,000 (1) 1,750 (1) 1,500 (2) 1,250—1,500 (2) 1,000	(c) 6	(1) 3,000 (1) 2,000 (1) 2,500—3,000 (1) 1,750 (1) 1,500 (1) 1,250	(d) 4	(2) 2,500—3,000 (1) 1,500 (1) 1,100
Under Secretaries to Government.	3	1,000	2	1,250	2	1,000	3	(2) 1,000 (1) 800
Joint Magistrates or Assistant Commissioners, 1st grade.	10	1,200	..	..	..	..	..	..
Joint Magistrates or Assistant Commissioners, 2nd (1st) grade.	16	900	17	900	17	900	22	(15) (e) 1,000 (7) (f) 800
Joint Magistrates or Assistant Commissioners, 3rd (2nd) grade.	16	700	18	750	17	700	30	700
Joint Magistrates or Assistant Commissioners, 4th (3rd) grade.	..	..	..	..	..	..	..	..
Assistant Collectors or Commissioners.	93	400—500	57	400-500	58	400—500	11	400-500
Appointments which do not carry fixed pay and the salary of which depends on the position of their holders	..	..	5	..	..	..	7	..
Total ..	210	..	171	..	182	..	220	..

(a) Inspector-General of Police, Commissioner of Coorg, Registrar of High Court and Private Secretary to Governor.
(b) Inspector-General of Police, Registrar of High Court, Private Secretary to Governor, Assistant Legal Remembrancer, Assistant to Commissioner in Sind and Talukdari Settlement Officer.
(c) Chairman of Calcutta Corporation, Chairman of Calcutta Improvement Trust, Inspector General of Police, Registrar of High Court, Private Secretary to Governor and Deputy Chairman of Calcutta Corporation.
(d) Inspector-General of Police, Opium Agent, Registrar of High Court and Assistant Judge.
(e) Includes City Magistrate at Lucknow.
(f) Includes an Assistant Judge.

APPENDIX VIII—*contd.*

CC.

Punjab		Burma.		Bihar and Orissa.		Central Provinces and Berar.		Assam.	
No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.	No.	Pay.
1	Rs. 8,333	1	Rs. 8,333	1	Rs. 8,333	1	Rs. 8,181	1	Rs. 8,166
..	..	..	..	2	5,000	..	..	..	..
3	(1) 4,000 (2) 2,500	4	(1) 4,000 (1) 2,500	2	4,000	..	..	..	..
2	3,500	1	3,500	1	3,500	1	3,500	..	..
5	2,750	3	2,750	3	2,916⅔	5	(3) 2,750 (2) 2,500	3	2,750
1	3,000	1	3,000	1	3,000	..	..	..	..
2	(1) 1,500–1,800 (1) 2,000–1,500	..	..	..	..	..	..	..	..
..	..	1	3,500	..	..	3	(1) 3,500 (1) 3,000 (1) 2,750	..	..
24	(2) 2,750 (3) 2,500 (5) 2,250 (6) 1,800 (8) 1,500	14	(2) 2,750 (2) 2,250 (2) 1,800 (3) 1,500	10	(2) 2,000 (5) 2,250 (3) 2,000	1	3,500	(1)	..
31	(10) 2,250 (11) 1,800 (12) 1,500	40	(12) 2,250 (13) 1,800 (15) 1,500	20	(5) 2,250 (10) 1,800 (10) 1,500	34(1)	(10) 2,250 (12) 1,800 (11) 1,500	19	(3) 2,250 (7) 1,800 (9) 1,500
..	..	..	..	..	..	..	..	..	..
(g) 1	1,000	..	..	1 (h)	2,500—3,000	..	..	..	..
2	1,000	..	..	3	1,000	..	..	2	1,000
..	..	..	..	..	..	..	..	..	..
14	900	11	1,000	10	900	8	900	4	900
18	700	13	700	10	700	13	700	8	700
..	..	10	600	..	..	..	..	..	..
47	400—500	51	450—500	33	400—500	31	400—500	16	450—500
7	..	14	..	..	..	3	..	..	..
159	..	162	..	103	..	101	..	66	..

(g) Registrar of Chief Court.
(h) Inspector-General of Police.
(i) Includes Divisional Judges except the Senior Divisional Judge.
(j) Three District and Sessions Judges are graded with the Bengal cadre.

A.—Indian Civil Service.]

APPENDIX VIII—*cont.*

DD.

Presidency or Province.	Collectors or Deputy Commissioners						District and Sessions Judges, including Divisional and District Judges						Joint Magistrates, Assistant Collectors and Assistant Commissioners.					
	Total number of appointments.	Appointments in the grades of Rs. 2,250 and over		Appointments in the grades of Rs. 1,800 and over but less than Rs. 2,250		Appointments in the grades of Rs. 1,500 and over but less than Rs. 1,800							Total number of appointments.					
		No.	Percentage.	No.	Percentage.	No.	Percentage.	Total number of appointments.	Appointments in the grades of Rs. 2,250 and over.		Appointments in the grades of Rs. 1,800 and over but less than Rs. 2,250.		Appointments in the grades of Rs. 1,500 and over but less than Rs. 1,800.			Appointments in the grades of Rs. 900 and over but below Rs. 1,500.		Appointments in the grades of Rs. 700 and over but below Rs. 900.	
								No.	Percentage.	No.	Percentage.	No.	Percentage.		No.	Percentage.	No.	Percentage.
Madras	47	21	77·9	8	22·2	..	..	21	16	76·2	6	27·3	..	..	106	38	34·3	16	13·2	33	30·4
Bombay	39	13	44·8	15	51·7	1	3·3	18	9	50	8	50	..	..	83	17	19·0	18	19·9	57	61·9
Bengal	39	12	30·8	13	33·3	14	35·9	30	15	50·0	14	49·7	..	..	99	17	19·8	17	18·3	55	62·2
United Provinces	54	10	18·2	21	38·9	14	28·9	28	15	53·6	10	35·7	3	10·7	113†	15	13·3	27	23·2	71	62·5
Punjab	34	19	59·5	11	32·3	29	38·2	36	13	41·7	3	28	9	83·3	78	14	18·4	15	18·8	47	61·3
Burma	30	13	30	13	32·5	13	37·5	14	4	28·6	2	14·3	8	57·1	86	11	12·8	13	18·3	61	71·9
Bihar and Orissa	33	6	31·0	10	31·3	13	39·5	12	7	58·3	5	41·7	..	..	43	10	18·6	10	18·9	33	62·2
Central Provinces and Berar.	25	6	23·8	12	35·3	14	41·2	1	1	100	..	..	..	..	30	6	17	13	38	31	91
Assam	19	6	31·9	7	38·8	6	31·3	..	..	..	..	..	..	..	23	4	18·1	3	13·3	16	69·3

* Includes two hill Deputy Commissionerships which carry a pay of Rs. 1,000 each on account of their annuities.
† Includes City Magistrate, Lucknow, and an Assistant Judge on Rs. 800.

APPENDIX A.

Resolution of the Government of India, Home Department (Establishments), Nos. 1046–1058, *dated Simla, the* 19*th August* 1910.

The Governor General in Council has had under consideration the recommendation made by the Royal Commission on Decentralisation at the end of paragraph 128 of their Report on the subject of framing rules for the recruitment of provincial services. The majority of the Commission consider it unnecessary that rules for the recruitment of those services should, as is now the case, require the sanction of the Government of India, and they express the opinion that the functions of that Government should be limited to laying down a few general principles as to eligibility for appointment, &c., on which detailed provincial rules would be based.

2. In the present Resolution the Governor General in Council proposes to deal only with the provincial civil services (executive and judicial). The case of other provincial services will be separately considered.

3. The present system, under which the previous sanction of the Government of India is required to making or altering the rules for the recruitment of the provincial civil services, was introduced in 1892, as the result of the Report of the Public Service Commission. The Governor General in Council has now decided to accept in substance the recommendation of the Decentralisation Commission, and is pleased accordingly to invest Local Governments with the power to make rules for the recruitment of the provincial civil services without the previous sanction of the Government of India, but subject to their general control. The general conditions which should govern such recruitment have been already fully considered in connection with the inquiries made by the Public Service Commission, and the Governor General in Council, upon a further consideration of the subject, sees no reason to modify the conclusions then arrived at. It will, however, be convenient to re-state them in the present connection, as follows:—

I. The rules must be adapted, on the one hand, to obtain thoroughly efficient candidates, and, on the other, to secure the due representation in the public service of the different classes of the community.

II. Every candidate for appointment by recruitment must furnish satisfactory evidence—

(*a*) that he is not over 25 years of age, except in the case of Barristers, Advocates, or Pleaders appointed to the judicial branch; these excepted cases will be governed by article 31 of the Civil Service Regulations;

(*b*) that he has attained a prescribed preliminary standard of general education to be fixed by Local Governments with reference to local conditions, the object being to secure men qualified by as high a standard of general education as the conditions and requirements of the local administration permit. In particular, qualification in one or more of the vernacular languages of the province in which he is to be employed is to be insisted on. The vernacular standard should be a high one, involving a thorough knowledge of the language and ability to write and read the written character with facility;

(*c*) that he is of sound health, good physique, and active habits; and

(*d*) that he is of good character.

III. Every person appointed to the provincial civil service by direct recruitment shall be subject to a period of probation or training, during which time his appointment will be probationary only, unless in special cases the Local Government declares such probation or training to be unnecessary.

IV. The subjects of Native Princes in alliance with His Majesty shall be eligible for appointment, provided they are qualified in other respects.

V. Admission to the provincial civil service should usually be confined to persons who are natives of the province or have definitely settled in it; in the case of candidates who are not natives of the province, recent residence of at least three years in the province should, as a general rule, be an essential condition of admission. No Barrister, Advocate, or Pleader should be appointed as such, unless he has been at least three years actually practising his profession in India and can speak the provincial vernacular.

VI. Europeans who are not statutory natives of India shall be eligible for appointment, if qualified according to the above conditions, with the sanction of the Government of India.

VII. The Local Government should reserve to itself the right to make promotion to the superior grades of the provincial civil service without regard to seniority, and seniority alone should not give a claim to appointment to the grade of Rs. 500 a month and higher grades.

VIII. The Government of India retain power in very special cases to make direct appointments to offices in the higher grades of the provincial civil services, and whenever the Government of India exercise this power in the case of judicial officers, it will be confined to Barristers, Advocates, or Pleaders of the High Courts who have shown distinguished ability in the exercise of their profession for not less than ten years and have a thorough knowledge of the vernacular.

IX. No member of the provincial civil service shall be dismissed otherwise than on the result of a judicial or formal departmental inquiry.

A.—Provincial Civil Service.]

4. The Governor General in Council directs that any change made in the rules from time to time should be forthwith communicated to the Government of India in the Home Department, in order that they may be in a position to exercise effective general control. His Excellency in Council considers it desirable, moreover, that this Resolution should be published by the local Governments and Administrations as part of the respective provincial rules.

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* Madras.
Bombay
Bengal
United Provinces.
Punjab.
Burma.
Eastern Bengal and Assam

† Foreign.
Revenue and Agriculture
Public Works.
Commerce and Industry.

ORDER.—Ordered that a copy of this Resolution be forwarded to the local Governments * and Departments of the Government of India † noted on the margin and to the Honorable the Chief Commissioner of the Central Provinces for information.

A. EARLE,
Offg. Secretary to the Government of India.

IA.—Provincial Civil Service.

APPENDIX B

Office.	Rate of pay in Rupees.	Number of Appointments in each grade.													
		Madras	Bombay.			Bengal.	United Provinces.			Punjab.	Burma.	Bihar and Orissa.	Central Provinces.	Assam	Total.
			First Junior grade.	Rest.	Total.		Agra.	Oudh.	Total.						
Executive Branch.	800	6	..	..	6	5	..	..	5	6	3	4	2	1	27
	150	6	..	..	6	7	..	..	6	4	6	5	3	1	40
Deputy Collectors in Madras, Bombay, Bengal, the United Provinces, and Bihar and Orissa.	600	6	..	..	7	10	..	..	13	6	13	13	6	2	76
	500	28	..	..	28	46	..	..	55	18	26	36	14	10	243
Extra Assistant Commissioners in the Punjab, Burma, Central Provinces and Assam.	400	22	..	..	22	71	..	..	53	24	30	52	28	14	320
	300	22	..	..	24	76	..	..	55	30	36	51	24	16	334
	250	30	..	..	..	79	..	..	58	(a) 10	..	39	14	16	296
	200	..	..	..	..	..	..	..	..	..	..	..	16	..	16
Total ..	..	127	..	..	93	279	..	..	328	113	126	222	93	60	1,360
Munsifs	500	..	23	..	23	..	..	..	..	..	..	..	..	..	23
	350	..	34	..	34	..	..	..	..	..	..	..	..	..	34
	300	..	23	..	23	..	..	..	..	..	..	..	..	..	8
	175	..	45	..	45	..	..	..	..	..	..	..	..	..	45
	150	..	30	..	30	..	..	..	..	..	..	..	..	..	30
Total ..	..	..	161	..	167	..	..	..	..	..	..	..	..	..	167
Total (Executive Branch) ..	..	127	..	..	272	279	..	..	328	113	126	222	93	60	1,528
Judicial Branch.	1,000	..	..	..	..	8	..	..	..	..	..	9	..	..	8
	800	4	3	2	6	12	3	3	6	3	1	5	2	..	37
Subordinate Judges (also called Judicial Extra Assistant Commissioners in the Punjab and District Judges in the Central Provinces in the grades of Rs. 700 and upwards)	100	..	..	..	..	..	..	..	..	4	1	..	3	..	8
	650	5	4	1	5	..	7	3	10	..	..	..	..	..	30
	600	..	..	..	..	34	..	..	..	6	2	18	6	..	46
	500	9	9	1	2	..	6	7	13	12	4	..	9	..	39
	400	..	..	..	..	..	..	..	..	12	6	..	37	..	67
	300	..	..	..	..	..	..	..	..	13	9	..	19	..	61
Total ..	..	(d) 18	16	3	18	(b) 42	16	13	31	48	23	(b) 76	48	(b)	294
Munsifs (also called Subordinate Judges, 3rd class, in Bombay).	500	..	..	..	..	12	..	..	..	..	..	..	..	..	12
	400	83	18	2	23	61	22	9	30	..	..	20	..	..	168
	300	33	33	4	36	70	24	8	32	..	..	18	..	..	180
	250	83	..	..	..	43	..	..	..	..	..	18	..	..	118
	200	26	36	3	61	35	23	40	32	..	..	19	..	..	148
	175	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	150	..	12	3	15	..	..	..	..	..	..	..	..	..	18
Total ..	..	(c) 125	99	14	103	(b) 243	46	26	94	(e)	(e)	(b) 85	(e)	(b)	638
Total (Judicial Branch) ..	..	143	104	17	121	281	61	39	125	48	23	85	48	..	932
Grand total ..	..	265	..	..	400	560	..	..	453	161	149	310	141	60	2,460

(a) This grade is common to both the Judicial and Executive Branches.
(b) The Subordinate Judges and Munsifs employed in Assam are included in the Bengal cadre, and both that cadre and the Bihar and Orissa cadre have been shown above in accordance with the scale proposed by the Calcutta High Court. This matter is under discussion in connection with the recent territorial changes.
(c) Munsifs in the Punjab and the Central Provinces and Judicial Myooks in Burma belong to the Subordinate Judicial Service, and are paid at rates ranging from Rs. 150 to Rs. 250 a month.
(d) Includes four appointments which have been added since the last general reorganization in 1884.
(e) " three " " " " revision of the grades in August 1911.

THE ROYAL COMMISSION ON THE PUBLIC SERVICES IN INDIA.

B

QUESTIONS RELATING TO THE INDIAN AND PROVINCIAL CIVIL SERVICES.

[Note.—In replies to these questions, it should be clearly specified whether the reply refers to the whole Provincial Civil Service, or to the Executive Branch or to the Judicial Branch.]

INDIAN CIVIL SERVICE.

Question 1. What is your experience of the working of the present system of recruitment by open competitive examination in England for the Indian Civil Service? Do you accept it as generally satisfactory in principle?

Q. 2. In what respects, if any, do you find the present system faulty in detail, and what alterations would you suggest?

Q. 3. Is the system equally suitable for the admission of "Natives of India*" and of other natural-born subjects of His Majesty? If not, what alteration do you recommend?

* The term "Natives of India" has been defined in section 6 of the Government of India Act, 1870 (33 Vict. c. 3), as including any person born and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India and not established there for temporary purposes only, and the term is so used throughout these questions.

Q. 4. Do you consider that the combination of the open competitive examination for the Home and Colonial Civil Services with that for the Indian Civil Service is or is not to the advantage of Indian interests? Please give your reasons.

Q. 5. If you do not consider the present system of recruitment by an open competitive examination to be satisfactory in principle, please state what alternative you would propose.

Q. 6. In particular, what would be your opinion regarding a system of simultaneous examinations in India and in England, open in both cases to all natural-born subjects of His Majesty?

Q. 7. What would be your opinion with regard to filling a fixed proportion of the vacancies in the Indian Civil Service cadre by Natives of India, recruited by means of a separate examination in India, or by means of separate examinations in each province or group of provinces in India? If you favour such a scheme, what proportion do you recommend?

Q. 8. If you do not approve of simultaneous or separate examinations in India, are you in favour of any system under which Natives of India would be selected in India for admission to the Indian Civil Service by means of (*a*) nomination, (*b*) combined nomination and examination, or (*c*) any other method? If so, describe fully what system you would recommend. In particular do you consider it desirable that all classes and communities should be represented in the appointments as made? If so, how would you give effect to this principle?

Q. 9. If you are in favour of a system for the part recruitment of the Indian Civil Service by Natives of India in India, do you consider that "Natives of India" should still be eligible for appointment in England?

Q. 10. Would you regard any system of selection in India which you may recommend for young men who are "Natives of India," as being in lieu of, or as supplementary to, the present system of promoting selected posts officers of the Provincial Civil Service? If the former, what alteration, if any, would you recommend in the conditions governing the Provincial Civil Service?

Q. 11. Do you recommend any separate method of recruitment for the judicial branch of the Indian Civil Service? If so, please describe the system which you would propose.

Q. 12. Are you satisfied with the present statutory definition of the term "Natives of India" in section 6 of the Government of India Act, 1870 (33 Vict. c. 3), as including "any person born "and domiciled within the Dominions of His Majesty in India, of parents habitually resident in India, "and not established there for temporary purposes only," irrespective of whether such persons are of unmixed Indian descent, or of mixed European and Indian descent, or of unmixed European descent? If not, state fully any proposals that you wish to make in regard to this matter.

Q. 13. If the system of recruitment by open competitive examination in England is retained, state the age limits that you recommend for candidates at such examination, giving your reasons.

Q. 14. What in your opinion is the most suitable age at which junior civilians recruited in England should commence their official duties in India?

Q. 15. What age limits for the open competitive examination in England would best suit candidates who are Natives of India, and for what reasons? Do you recommend any differentiation between the age limits for Natives of India, and for other natural-born subjects of His Majesty?

Q. 16. What alterations, if any, do you recommend in the authorised syllabus of subjects and marks prescribed for the open competitive examination?

Q. 17. Is any differentiation in the subjects for the open competitive examination in England desirable between candidates who are Natives of India and other candidates? If so, state them and give reasons.

Q. 18. Do you consider it necessary that certain posts should be reserved by statute for officers recruited to the Indian Civil Service, and if so, what posts and for what reasons?

Q. 19. Do you consider that a minimum proportion of European subjects of His Majesty should be employed in the higher posts of the Civil Administration? If so, to what proportion of the posts included in the Indian Civil Service cadre do you consider that Natives of India might under present conditions properly be admitted?

Q. 20. Do you accept as generally satisfactory in principle the present system under which Natives of India are recruited for posts in the Indian Civil Service cadre partly through the medium of an open competitive examination in England, and partly by special arrangement in India?

Q. 21. Do you consider that the old system of appointment of "Statutory Civilians" under the Statute of 1870 should be revived, and if so, what method of recruitment would you recommend?

Q. 22. If the system of recruiting military officers in India for posts in the Indian Civil Service cadre has been stopped or has never existed in your Province would you advise its re-introduction or introduction, as the case may be, and if the system should be introduced or re-introduced, to what extent, in your opinion, should it be adopted?

Q. 23. Do you consider that such a system should be restricted to the recruitment of military officers, or extended to the recruitment of selected officers from other Indian services?

Q. 24. What is your opinion of the system by which certain posts, ordinarily held by members of the Indian Civil Service, are declared to be posts (ordinarily termed listed posts) to which members of the Provincial Civil Service can properly be appointed?

Q. 25. Are you satisfied with the present rule which prescribes that Natives of India, other than members of the Provincial Civil Services or Statutory Civilians, may be appointed to one quarter of the listed posts?

Q. 26. Are you satisfied with the system by which most of the inferior listed posts are merged in the Provincial Civil Service?

Q. 27. Is the class of posts listed suitable? If not, in what directions would you suggest any changes, and why?

Q. 28. Please add such remarks as you may desire to offer on any points relating to the system of recruitment for Indian Civil Service posts which are not covered by your answers to the foregoing questions.

Q. 29. Do you consider that candidates recruited for the Indian Civil Service by open competitive examination should undergo a period of probation before being admitted to the Service?

Q. 30. If so, how long, in your opinion, should this period be, and what course of study should be prescribed for the probationers?

Q. 31. Do you consider that any differentiation is necessary between the course of study for probationers who are Natives of India and the course prescribed for other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

Q. 32. Do you consider that the probationers' course of instruction could best be spent in England or in India? Is your answer equally applicable to the case of Natives of India and of other natural-born subjects of His Majesty?

Q. 33. Do you think it desirable to start, at some suitable place in India, a college for the training of probationers of the Indian Civil Service, and possibly of other Indian Services recruited in England?

Q. 34. Do you think it desirable that each provincial Government should arrange for the training of probationers by suitable courses of instruction for the whole or portions of the first two years of service at some suitable centre?

Q. 35. Are you satisfied with the present arrangements for the training of junior officers of the Indian Civil Service after they have taken up their appointments in India? If not, what change should, in your opinion, be introduced?

Q. 36. Do you consider that there has been any deterioration in the knowledge of the Indian languages possessed by members of the Indian Civil Service? If so, what are the causes? Are you satisfied that European members of the Indian Civil Service attain to an adequate proficiency in the study of the Indian languages, and, if not, how could this best be remedied?

Q. 37. Please give your views as to what steps (if any) are necessary to improve the proficiency in the knowledge of law of members of the Indian Civil Service distinguishing between recommendations applicable to all officers and to officers selected for the Judicial Branch.

Q. 38. Do you recommend any special course of study in law in India for officers selected for the Judicial Branch?

Q. 39. Do you recommend any special training in subordinate judicial posts in India for officers selected for the Judicial Branch? If so, please give details.

Q. 40. Is any differentiation desirable in a system of training after appointment in India between members of the Indian Civil Service who are Natives of India and other natural-born subjects of His Majesty? If so, please state the special arrangements that you recommend.

Q. 41. If you have recommended the introduction of any scheme of direct recruitment in India for Natives of India, whether in lieu of, or supplementary to, the system of recruitment in England, please state what system of probation and training you recommend for officers so recruited.

Q. 42. Is any differentiation necessary in regard to the probation and training of members of the Indian Civil Service who are Natives of India as between persons of unmixed Indian descent, of mixed European and Indian descent, and of unmixed European descent? If so, please state your proposals.

Q. 43. Please add such remarks as you may desire to offer on any points relating to the probation and training of members of the Indian Civil Service which are not covered by your answers to the foregoing questions.

Q. 44. Do you consider that the numbers of officers authorised for the various grades of the Indian Civil Service are satisfactory? If not, please state your views.

Q. 45. Do you consider that the exchange compensation allowance introduced in 1893, eligibility for which depends on nationality or domicile, should be abolished, and if so, under what conditions? Should such abolition apply to officers already employed or be restricted to future entrants?

B.—Indian and Provincial Civil Services.]

Q. 46. If abolition is recommended with compensation in the form of increased salaries, what is your opinion regarding the grant of a similar increase of salary to those members of the service who now draw no exchange compensation allowance?

Q. 47. Turning now to the case of the Statutory Civilians and officers of the Provincial Civil Services holding listed posts, do you approve of the arrangement by which they draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various grades of the service?

Q. 48. Have you any proposals to make in regard to the leave rules applicable to members of the Indian Civil Service?

Q. 49. Have you any proposals to make in regard to the leave rules applicable to Statutory Civilians, and to members of the Provincial Civil Services holding listed posts? In particular, do you consider that separate sets of rules for such officers and for officers of the Indian Civil Service are desirable?

Q. 50. Please add such other remarks as you may desire to offer on any point relating to the conditions of service, salary, leave, and pension in the Indian Civil Service.

PROVINCIAL CIVIL SERVICE.

Q. 51. Please refer to Government of India Resolution No. 1048–1058, dated the 19th August 1910, defining the general conditions which should govern recruitment to the Provincial Civil Service, and reproduced as Appendix A. Are these conditions suitable, or have you any recommendations to make for their alteration?

Q. 52. In particular, are the rules for the recruitment of the Provincial Civil Service in force in your Province suitable, or have you any recommendations to make for their alteration?

Q. 53. Do you consider that recruitment for a Provincial Civil Service should ordinarily be restricted to residents of the Province to which it belongs?

Q. 54. Are all classes and communities duly represented in your Provincial Civil Service? Do you consider that this is desirable, and what arrangements do you recommend to secure this object?

Q. 55. Are you satisfied with the existing arrangements for the training and probation of officers appointed to the Provincial Civil Service? If not, please state your objections, and what other arrangements you recommend.

Q. 56. Do you consider that the numbers of officers authorised for the various grades of your Provincial Civil Service are satisfactory? If not, please state your views.

Q. 57. To what extent are the functions of the officers of the executive and judicial branches of your Provincial Civil Service differentiated? Is any change desirable, and if so, in what direction?

Q. 58. Are you satisfied with the present designation "the Provincial Civil Service"? If not, what would you suggest?

Q. 59. Do you accept as suitable the principle recommended by the Public Service Commission of 1886–87, and since followed, that the conditions of the Provincial Civil Services as regards salary should be adjusted by a consideration of the terms necessary to secure locally the desired qualifications in the officers appointed? If not, what principle do you recommend?

Q. 60. Are the existing rates of pay and grading in the Provincial Civil Service of your Province adequate to secure the desired qualifications in the officers appointed? If not, what alterations do you recommend?

Q. 61. Do you approve of the arrangement by which officers of the Provincial Civil Service holding listed posts draw salary approximately at the rate of two-thirds of the pay drawn in the same posts by members of the Indian Civil Service? If not, what rates do you suggest for the various appointments?

Q. 62. Have you any proposals to make with regard to the leave rules applicable to the Provincial Civil Service? In particular, do you regard the existing differences between the leave rules for the European and Indian Services as suitable?

Q. 63. Are you satisfied with the present system of superannuation pensions for officers of the Provincial Civil Service? If not, please say what modifications you would suggest, and on what grounds?

Q. 64. Are you satisfied with the existing organisation of the Provincial Civil Service? If not, please state what alternative organisation you consider desirable, and explain fully your views, making any suggestions that appear to you to be suitable.

Q. 65. Have you any other proposals to make in regard to the Provincial Civil Service not covered by your answers to the above questions? If so, please explain them.

[B.—Provincial Civil Service.

APPENDIX A.

Resolution of the Government of India, Home Department (Establishments), Nos. 1043-1083, dated Simla, the 14th August 1913.

The Governor General in Council has had under consideration the recommendations made by the Royal Commission on Decentralisation at the end of paragraph 128 of their Report on the subject of framing rules for the recruitment of provincial services. The majority of the Commission consider it unnecessary that rules for the recruitment of these services should, as is now the case, require the sanction of the Government of India, and they express the opinion that the functions of that Government should be limited to laying down a few general principles as to eligibility for appointment, etc., on which detailed provincial rules would be based.

2. In the present Resolution the Governor General in Council proposes to deal only with the provincial civil services (executive and judicial). The case of other provincial services will be separately considered.

3. The present system, under which the previous sanction of the Government of India is required to making or altering the rules for the recruitment of the provincial civil services, was introduced in 1892, as the result of the Report of the Public Service Commission. The Governor General in Council has now decided to accept in substance the recommendation of the Decentralisation Commission, and is pleased accordingly to invest local Governments with the power to make rules for the recruitment of the provincial civil services without the previous sanction of the Government of India, but subject to their general control. The general conditions which should govern such recruitment have been already fully considered in connection with the inquiries made by the Public Service Commission, and the Governor General in Council, upon a further consideration of the subject, sees no reason to modify the conclusions then arrived at. It will, however, be convenient to re-state them in the present connection, as follows:—

I. The rules must be adapted, on the one hand, to obtain thoroughly efficient candidates, and, on the other, to secure due representation in the public services of the different classes of the community.

II. Every candidate for appointment by recruitment must furnish satisfactory evidence—

(*a*) that he is not over 25 years of age, except in the case of Barristers, Advocates, or Pleaders appointed to the judicial branch; these excepted cases will be governed by article 61 of the Civil Service Regulations;

(*b*) that he has attained a prescribed preliminary standard of general education to be fixed by local Governments with reference to local conditions, the object being to secure men qualified by as high a standard of general education as the conditions and requirements of the local administration permit. In particular, qualification in one or more of the vernacular languages of the province in which he is to be employed is to be insisted on. The vernacular standard should be a high one, involving a thorough knowledge of the language and ability to write and read the written character with facility;

(*c*) that he is of sound health, good physique, and active habits; and

(*d*) that he is of good character.

III. Every person appointed to the provincial civil service by direct recruitment shall be subject to a period of probation or training, during which time his appointment will be probationary only, unless in special cases the local Government declares such probation or training to be unnecessary.

IV. The subjects of Native Princes in alliance with His Majesty shall be eligible for appointment, provided they are qualified in other respects.

V. Admission to the provincial civil service should usually be confined to persons who are natives of the province or have definitely settled in it; in the case of candidates who are not natives of the province, recent residence of at least three years in the province should, as a general rule, be an essential condition of admission. No Barrister, Advocate, or Pleader should be appointed as such, unless he has been at least three years actually practising his profession in India and can speak the provincial vernacular.

VI. Europeans who are not statutory natives of India shall be eligible for appointment, if qualified according to the above conditions, with the sanction of the Government of India.

VII. The local Government should reserve to itself the right to make promotions to the superior grades of the provincial civil service without regard to seniority, and seniority alone should not give a claim to appointment to the grade of Rs. 600 a month and higher grades.

VIII. The Government of India retain power in very special cases to make direct appointments to offices in the higher grades of the provincial civil services, and wherever the Government of India exercise this power in the case of judicial officers, it will be confined to Barristers, Advocates, or Pleaders of the High Courts who have shown distinguished ability in the exercise of their profession for not less than ten years and have a thorough knowledge of the vernacular.

IX. No member of the provincial civil service shall be dismissed otherwise than as the result of a judicial or formal departmental inquiry.

B.—Provincial Civil Service.]

4 The Governor General in Council directs that any changes made in the rules from time to should be forthwith communicated to the Government of India in the Home Department, in order they may be in a position to exercise effective general control. His Excellency in Council consid desirable, moreover, that this Resolution should be published by the local Governments Administrations as part of the respective provincial rules

* Madras.
Bombay.
Bengal.
United Provinces.

† Foreign.
Revenue and Agriculture

Punjab.
Burma.
Eastern Bengal and Assam.

Public Works
Commerce and Industry.

ORDER.—Ordered that a copy of this Resolution be forwarded to the local Governments * and Departments of the Government of India † noted on the margin and to the Hon'ble the Chief Commissioner of the Central Provinces for information.

A. EARLE,
Offg. Secretary to the Government of India.

(By order of His Excellency the Governor in Council.)

A. G. CARDEW,
Ag. Chief Secretary.

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